



Western Health  
and Social Care Trust

# Consultant Psychiatrist in General Adult Psychiatry

## Part-Time

Job Description



Working together



Excellence







Openness & Honesty



Compassion

The below diagram details the values and associated behaviours that we expect staff working within Health and Social Care (HSC) to display at all times;

HSC Value	What does this mean?	What does this look like in practice? - Behaviours
<p><b>Working Together</b></p> 	<p>We work together for the best outcome for people we care for and support. We work across Health and Social Care and with other external organisations and agencies, recognising that leadership is the responsibility of all.</p>	<ul style="list-style-type: none"> <li>• I work with others and value everyone's contribution</li> <li>• I treat people with respect and dignity</li> <li>• I work as part of a team looking for opportunities to support and help people in both my own and other teams</li> <li>• I actively engage people on issues that affect them</li> <li>• I look for feedback and examples of good practice, aiming to improve where possible</li> </ul>
<p><b>Compassion</b></p> 	<p>We are sensitive, caring, respectful and understanding towards those we care for and support and our colleagues. We listen carefully to others to better understand and take action to help them and ourselves.</p>	<ul style="list-style-type: none"> <li>• I am sensitive to the different needs and feelings of others and treat people with kindness</li> <li>• I learn from others by listening carefully to them</li> <li>• I look after my own health and well-being so that I can care for and support others</li> </ul>
<p><b>Excellence</b></p> 	<p>We commit to being the best we can be in our work, aiming to improve and develop services to achieve positive changes. We deliver safe, high-quality, compassionate care and support.</p>	<ul style="list-style-type: none"> <li>• I put the people I care for and support at the centre of all I do to make a difference</li> <li>• I take responsibility for my decisions and actions</li> <li>• I commit to best practice and sharing learning, while continually learning and developing</li> <li>• I try to improve by asking 'could we do this better?'</li> </ul>
<p><b>Openness &amp; Honesty</b></p> 	<p>We are open and honest with each other and act with integrity and candour.</p>	<ul style="list-style-type: none"> <li>• I am open and honest in order to develop trusting relationships</li> <li>• I ask someone for help when needed</li> <li>• I speak up if I have concerns</li> <li>• I challenge inappropriate or unacceptable behaviour and practice</li> </ul>



## PERSONNEL SPECIFICATION

**JOB TITLE AND BAND:** Consultant Psychiatrist in General Adult Psychiatry, Part-Time, 7PA's

**DEPARTMENT / DIRECTORATE:** Adult Mental health & Disability Services

**LOCATION:** Strabane Recovery Team, Londonderry

**DATE:** September 2023

### Notes to applicants:

1. You must clearly demonstrate on your application form under each question, how you meet the required criteria as failure to do so may result in you not being shortlisted. You should clearly demonstrate this for both the essential and desirable criteria.
2. Shortlisting will be carried out on the basis of the essential criteria set out in Section 1 below, using the information provided by you on your application form. Please note the Trust reserves the right to use any desirable criteria outlined in Section 3 at shortlisting. You must clearly demonstrate on your application form how you meet the desirable criteria.
3. Proof of qualifications and/or professional registration will be required if an offer of employment is made – if you are unable to provide this, the offer may be withdrawn.

### ESSENTIAL CRITERIA

**SECTION 1:** The following are **ESSENTIAL** criteria which will be measured at shortlisting stage and may be further explored at the interview / selection stage. You should therefore make it clear on your application form how meet the following criteria. Failure to do so may result in you not being shortlisted.

Factor	Criteria	Method of Assessment
<b>Qualifications/ Registration</b>	<p>Applicants must hold or be eligible for Full GMC Registration and licence to practise, and be on or be eligible to be on the GMC Specialist Register for General Adult Psychiatry via:-</p> <ul style="list-style-type: none"> <li>➤ CCT (proposed CCT date must be within 6 months of interview date)</li> <li>➤ CESR or</li> <li>➤ European Community Rights</li> </ul> <p>7 years post registration experience including 5 years in psychiatry and 3 years Higher Professional Training</p> <p>Be on or be eligible for the Part II list for administration of Mental Health Order (NI) 1986</p> <p>MRCPsych or equivalent</p> <p>Hold a current full driving licence which is valid for use in the UK and have access to a car on appointment. <i>This criteria will be waived in the case of applicants whose disability prohibits driving but who have access to a form of transport approved by the Trust which will permit them to carry out the duties of the post</i></p>	Shortlisting from Application Form

**SECTION 2:** The following are **ESSENTIAL** criteria which will be measured during the interview/selection stage:

<b>Knowledge</b>	<p>Awareness and understanding of modern concepts in psychiatry and their application in practice</p> <p>Psychological methods of treatment</p> <p>Pharmacology associated with mental illness</p> <p>Community based treatment of mental illness</p>	Interview
<b>Special Aptitudes</b>	<p>Clinical Governance.</p> <p>Revalidation/Appraisal</p> <p>Good Communication/Interpersonal Teamwork/Leadership.</p> <p>Ability to deal constructively with conflict</p> <p>Teaching - training/supervising undergraduate and postgraduate trainees</p>	Interview

### DESIRABLE CRITERIA

**SECTION 3:** the following will **ONLY** be used where it is necessary to introduce additional job related criteria, and is dependent upon the number of applications received. You should therefore make it clear on your application form how you meet these criteria. Failure to do so may result in you not being shortlisted.

<b>Factor</b>	<b>Criteria</b>	<b>Method of Assessment</b>
<b>Qualifications/Registration/</b>	<p>Experience of or qualification in management</p> <p>Research/Publications</p>	Shortlisting by Application Form

**THE TRUST IS AN EQUAL OPPORTUNITIES EMPLOYER**

## **JOB DESCRIPTION**

**Job Title:** Consultant Psychiatrist in General Adult Psychiatry, Part-Time, 7PA's

**Location:** Strabane Recovery Team, Londonderry

**Responsible to:** Chief Executive

**Professionally  
Accountable to:** Medical Director / Divisional Clinical Director of Psychiatry

**Reports to:** Assistant Director of Adult Mental Health

The term "he" has been used throughout this job description for ease of reference, it should be taken as meaning "he/she".

### **Overview of the Trust**

The Western Health and Social Care Trust was established on 1st April 2007.

The Trust's catchment area covers 4,842 square kilometres. It encompasses the five council areas of Derry City, Limavady, Strabane, Omagh and Fermanagh. The Trust provides services to a population of approximately 300,000 people and has an expenditure of £680 million. It employs a workforce of almost 12,500 staff.

The Trust has a range of health and social care services provided through four service directorates:

- Women & Children's;
- Acute Services;
- Adult Mental Health & Disability; and
- Primary Care & Older People's.

The Acute Directorate provides acute services to the local population networked across three sites at South West Acute, Omagh Hospital and Primary Care Complex and Altnagelvin Hospitals. The Directorate is managed through 3 Hospital Management Teams (HMTs) namely

- Altnagelvin
- South West Acute & Omagh Hospitals
- Cancer & Diagnostics

These HMTs are complemented by Pharmacy Services, Clinical Health Psychology.

The Trust has two acute hospitals – Altnagelvin Hospital based in Londonderry, South West Acute (SWAH) based in Enniskillen and Omagh Hospital and Primary Care Complex (a local hospital) servicing a population of 300,000.

## **Research, Study and Training**

The Trust is committed to training and education for medical students and postgraduate doctors. The Director of Medical Education chairs a Medical Education & Training Committee and is supported by a comprehensive infrastructure. There is a Post-graduate Medical Education Centre attached to the hospital, and a staffed Multi-Disciplinary Library with comprehensive information services to support clinical practice, teaching, learning and research.

The Trust supports the requirements for CPD as laid down by the GMC and Colleges and is committed to providing time and financial support for these activities.

The Trust has an Academic Business and Clinical Research Innovation Facility (CTRIC) on the grounds of Altnagelvin Hospital. The new state of the art facility is the first of its kind in Northern Ireland, and ensures that the Trust has dedicated space devoted to clinical research.

Both acute hospitals are teaching hospitals (RCSI, University of Ulster Medical School and QUB Belfast) and student placements are also facilitated on the Omagh Hospital site for a range of disciplines.

## **Library Facilities**

The MDEC Library is part of the N.I. Health and Social Services Library system. It is located in the Multi-disciplinary Education Centre on the Altnagelvin Area Hospital site. The MDEC Library provides a wide range of print and electronic material in the areas of medicine, dentistry, nursing, allied health and social work. There is also a library located at South West Acute in Enniskillen.

HONNI (Health on the Net Northern Ireland) is the website designed specifically for Health and Personal Social Services (HPSS) staff in Northern Ireland. It provides a single access point to relevant resources on Medicine, Dentistry, Nursing & Midwifery, Pharmacy, Psychology, Social Work, Allied Health and Health Management. These include databases and electronic journals such as British Nursing Index, Child Data, CINAHL, Cochrane, EBSCOhost, HMIC, MEDLINE, MIDIRS, Otseeker, PEDro, OVID, Proquest Medical Library, and ZETOC. HONNI also provides HPSS staff with easy access from a single location to a wealth of relevant information, including clinical guidelines and healthcare subject gateways. Further information is available at <http://www.honni.qub.ac.uk>

## **Our Services**

The Trust provides a range of services – acute hospital services, mental health, learning disability and physical disability services, social care and primary and community care services. The vast majority of services are provided in community-based settings with access to specialist in-patient services available from a number of hospitals.

We are seeking to recruit 0.7 whole time equivalent Consultant General Adult Psychiatrist to work in the Strabane Recovery Mental Health Team, based in Railway Road, Strabane. (Catchment Population 39,000 approx.) In October 2022, the Recovery Caseload size was 318 with 2-3 new patient assessments completed every month

## **Adult Mental Health Services**

Within the Trust are currently going through a programme of reform and modernisation begun a process leading to the following services being available or developed:-

### **A Crisis Intervention Service** including

- Home treatment teams
- In-patient facilities at both Grangewood Hospital in Londonderry and the Tyrone and Fermanagh Hospital, in Omagh including integrated Intensive Care beds.
- Acute Day Care Facilities
- 'Crisis House' 6 beds for service users experiencing an acute mental health episode, who are unable to receive treatment in their own home but do not require admission to an acute hospital bed.
- Mental health liaison services

### **A Primary Care Liaison Service**

- The service will act as a single point of contact from all referrals from primary care

### **A Trust wide Psychological Therapies Service**

- A multidisciplinary service targeting those with severe and complex psychological disorders.
- A specialist eating disorders team
- A specialist personality disorders team
- Regional Trauma network

### **A Recovery Service** including

- Specialist mental health teams focused on the needs of those with severe and enduring mental health problems based on the recovery ethos.
- A range of staffed community based hostels
- A range of supported housing projects
- A range of day care services

### **Alcohol and Drug Services** including

- Multidisciplinary Alcohol and drug treatment teams
- Community based alcohol crisis beds
- Community based home detox service
- Substance misuse liaison services

### **Forensic Services (CFMHT)**

- A specialist multidisciplinary team providing Risk assessment, treatment, support and advice on forensic issues.

A **perinatal psychiatry** service is currently being developed and due to commence in January 2023, in line with regional plans.

There is scope for the post holder to have a significant influence on the development of new and existing services.

The core responsibility for consultants within Adult Mental Health Services will be to treat patients aged between 18 and 64 inclusive. From time to time consultants will engage in specific protocol guided care for patients outside these age limits. However they will not be asked to act beyond their established competencies.

The newly appointed consultant will be expected to participate actively in the reform and modernisation of Western Trust's Mental Health Services and should expect their pattern of work to change during the course of their employment with the Trust.

The new consultant contract terms and conditions of service will apply and a job plan based on 7 Programmed Activities, including up to 2.5 Programmed Activities for Supporting Professional Activities per week will be developed jointly with the Trust's Medical Director/Divisional Director of Psychiatry/Lead Clinician for the Northern Sector and the post holder. The job plan will be subject to annual review and will be updated as necessary, in agreement with the post holder, to reflect the changing needs of the service.

The Trust is committed to arranging flexible working arrangements for all practitioners taking into account service need and personal circumstances.

## **CONSULTANTS**

### **CONSULTANTS – Adult Mental Health**

Dr Elizabeth Brady, Assistant Director In-patient/ Crisis Services Trustwide, *Divisional Clinical Director*

Dr Linda Clarke, Mental Capacity Act implementation, *Post-graduate lead, N. Sector*

Dr Locum (L'Derry/Strabane Inpatients/Crisis Team)

Dr Bronagh Sproule – (L'Derry/Limavady Inpatients/Crisis team), *Undergraduate Lead, N. Sector*

Dr Lisa Campbell (Primary Care Liaison Team, Northern Sector), *Clinical Lead N.Sector*

Dr Locum (L'Derry, Recovery Out-patients, Slievemore),

**This post (Strabane, Recovery Out-patients) P/T**

Dr Chris Sharkey (L'Derry, Recovery Out-patients, Rosstowney)

Dr Linda Irwin (Limavady, Recovery Out-patients) P/T

Dr Locum, Mental Health Liaison, Altnagelvin

### **Addictions**

Dr Payne (Addictions Service, Trustwide) *Clinical Lead S.Sector*

Dr Aisling Sheridan (Asha, Regional detox/rehabilitation unit) *Post-graduate Lead, S. Sector*

### **Forensic Psychiatry**

Dr Andrew Fulton (Trustwide/Shannon Clinic)

### **Southern Sector:**

Dr John Brady (Omagh Recovery and Primary Care Out-patients, *Clinical Lead, S.Sector*)

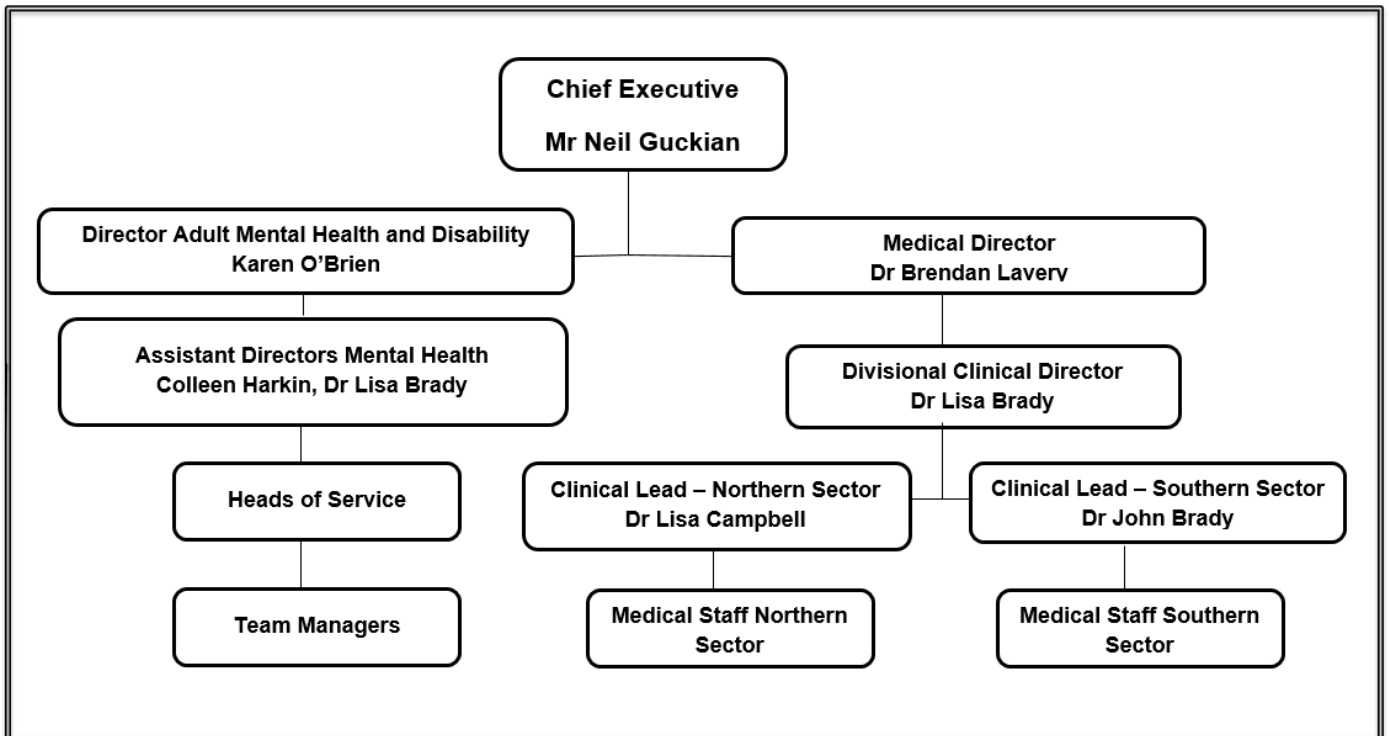
Dr Margaret Kelly (Fermanagh Inpatients/Crisis Team)

Dr Locum (Omagh Inpatients/Crisis Team)

Dr Andy Kinch-O'Kane (Fermanagh Recovery and Primary Care Out-patients)

Dr Diana Cody, Mental Health Liaison, South West Acute Hospital





***Organisational Structure WHSCT April 2023***

**KEY DUTIES AND RESPONSIBILITIES**

- The post holder, in collaboration with other clinical colleagues and managers will help to develop a comprehensive treatment service to deliver a high quality response to those suffering from a range of mental health problems based on quality assured evidence based practice. The post holder in collaboration with his/her consultant colleagues will be responsible for providing advice with regard to the medical care of clients within their respective service area. Overall responsibility for a defined caseload of community patients and responsibilities will shift to consultants within the Crisis Resolution Home Treatment Service if and when patients may require input from this team.
- The post holder will work in close collaboration with the multidisciplinary team and will foster positive working relationships with – Heads of Service, Team and Ward managers; and all other parts of the Mental Health Programme.
- The post holder will be required to participate in clinical/ multi-professional/medical audit.
- In conjunction with his consultant colleagues he will provide professional supervision to the other medical staff where appropriate. He will ensure that junior medical staff time and duties are managed in a manner which best suits the needs of the service and their ongoing training. This may include Psychiatric trainees, GP trainees and Foundation Year 2 doctors and the post holder will liaise closely with NIMDTA to ensure that the trainee's educational needs are met appropriately. The post holder will ensure they attend the necessary training and development sessions to maintain status as a GMC approved trainer.
- The post holder will be expected to contribute to undergraduate, post-graduate and other continuing medical educational activity within the Trust. This may include teaching,

examination and accreditation duties. As part of an agreed job plan the post holder may wish to contribute to wider undergraduate and post-graduate medical educational activity within Northern Ireland. Medical students and trainees are linked to Queen's University.

- The post holder will participate in an out of hour's rota with other Consultant psychiatric colleagues in the Trust. At present this is on a 1:8 basis in the Southern Sector with a 5% supplement and 1:10 basis in Northern Sector with 3% supplement. On call covers general adult psychiatry, old age psychiatry, intellectual disability and the Asha inpatient addictions unit. Although CAMHS is not directly covered there may be some interface work out of hours. Of note, on-call rotas are currently under review and may change subject to the appointment of additional staff.
- The post holder will cover consultant colleagues' periods of leave as necessary in line with prospective cover arrangements as per the contract.
- The post holder may wish to undertake work outside the Trust which is for the greater good of the Health and Personal Social Services, for example this could include work for the Royal College of Psychiatrists. Any such work undertaken will be subject to agreement with the Trust's Medical Director as part of the job planning process.
- The post holder will be expected to participate in quality enhancement and service evaluation projects and will be encouraged to undertake any research which may be relevant to either short or long-term service improvement.
- The post holder will be expected to advise the Director of Adult Mental Health and Disabilities on all aspects of service planning and development in the post holder's areas of responsibility and will be expected to work closely with the Assistant Director of Adult Mental Health.
- The post holder will be expected to participate in educational and health promotion activities within the Mental Health Service and to be pro-active in liaising on a regular basis with General Practitioners.

## **SUPPORT**

The successful candidate will work as part of a multidisciplinary team.  
This currently consists of:

0.5 WTE Speciality Doctor  
1 CT/GP/F2 trainee

1 X Band 7 Team manager  
3 X Band 6 CPNs  
2 X Band 5 CPNs  
2 X PT SW  
1 X Support Worker  
1 X O.T.

Access to Clinical Psychology and CBT

The post holder will have identified secretarial support and appropriate information technology support. The successful candidate will have junior medical staff under their supervision within their clinical team. They will have their own office, with desk, telephone and PC/netbook.

Consultants and senior doctors meet for peer support on a Monday afternoon, and with the Division of Psychiatry every 2 months. There are a range of formal and informal supports to available to new consultants, in trust and through regional peers. Successful appointees are encouraged to join a Peer group for additional support with professional appraisal and revalidation processes. This will be facilitated within the Job Plan arrangements.

There is Occupational Health (OH) support throughout the trust area as required and a number of trust initiatives/resources that promote wellbeing including stress management courses, mindfulness, physical exercise resources through TWIST West (Tackling Wellbeing In Staff Together).

### **KEY ORGANISATIONAL RELATIONSHIPS**

- The post holder will be expected to provide advice on the planning, monitoring, resource allocation and development of their respective service areas.
- The post holder will be responsible to the Medical Director and the Divisional Director of Psychiatry for the maintenance of professional standards.
- The Heads of Service through Team/Ward managers will be responsible for the management of all resources including all non-medical staff. The relationship between the post holder and these managers will be vital in terms of the efficiency and delivery of a quality service. As such the post holder will be expected to develop, foster and maintain a strong working relationship with management.

### **GENERAL RESPONSIBILITIES**

- Subject to the provisions of the Terms and Conditions of Service, the post holder is expected to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust.
- The post holder will be expected to follow the Trust's employment and personnel policies and procedures, including our Health and Safety policies.
- The post holder will be expected to make sure that there are adequate arrangements for junior medical staff involved in the care of his/her patients to be able to contact him/her when necessary.
- The post holder will liaise with appropriate Trust staff involved in the preparation, collection and dissemination of statistics and other information in relation to mental health services.
- The post holder will be expected to maintain his/her own home in contact with the public telephone service.

The Trust will be financially responsible for medical indemnity relating to the practitioner's health service employment. Practitioner will be responsible for making their own arrangements to provide cover for non-NHS work.

### **SERVICE USER AND CARER INVOLVEMENT**

The Trust is committed to delivering a person-centred, recovery-based mental health service. The active participation of service users and carers is fundamental to this objective. Successful candidates will be expected to facilitate such participation in the planning, delivery and monitoring of the service.

### **PERFORMANCE MANAGEMENT**

The Trust will be subject to performance management arrangements through local and regional commissioning and through its relationship with the Service Delivery Unit.

### **JOB PLANNING AND APPRAISAL**

The appointee will be expected to participate in all aspects of the Clinical Governance structure developed by the Trust to monitor, maintain and develop the quality and effectiveness of care. The Trust is committed to the development of medical staff through individual appraisal. All consultant staff are expected to participate in the cycle of personal appraisal and job planning supported by performance management information. Consultants are required to bring to the attention of appraisers any issues which may adversely affect performance.

The Trust will expect consultants to job plan as a team as well as individual doctors. The post holder will be expected to conform to current and any future GMC guidelines on revalidation and maintain a license to practice.

### **DRAFT PROPOSED JOB PLAN**

The following indicates all your proposed regular weekly commitments. It does not include activities that occur on an ad hoc basis as these are included in Programmed Activities. Total of minimum 5 PAs for direct clinical care and up to 2.5 for supporting professional activities with approval upon commencement of post.

DAY	TIME	ACTIVITY	PAs	
			DCC	SPA
Monday	am	Interface meeting	0.25	
		Trainee Supervision Academic Programme		0.75
	pm	Out Patient Clinic	1	
Tuesday	am			
	pm			
Wednesday	am	Day Centre, Hostel Reviews	1	
	pm	Meetings, Audit, Job Planning, Appraisal, CPD		1
Thursday	am	Recovery Team Meeting	1	

	pm	Multidisciplinary Discharge Meetings/Family Meetings	1	
Friday	am	Out Patient Clinic	1	
	pm			
Saturday	On call duties only			
Sunday	On call duties only			
Total 7 PAs			5.25	1.75*

\*SPA's - minimum core 1.5, and any additional SPA's need to be agreed

## **ANNUAL APPRAISAL SCHEME**

Consultants are required to participate fully in appraisal processes and bring to the attention of appraisers any issues which may adversely affect performance. The Annual Appraisal provided the opportunity for feedback on personal performance, development needs and a review of the Job Plan. The post holder will be expected to conform to current and any future GMC guidelines on revalidation.

## **ADDITIONAL INFORMATION**

Candidates selected for interview are encouraged to visit the services and can contact Dr Linda Clarke or Dr Lisa Campbell via the Switchboard at Altnagelvin Hospital 028 7134 5171.

## **TERMS AND CONDITIONS**

The Terms and Conditions of the 2004 Consultant Contract of Service will apply.

Any offer of appointment will be subject to the completion of a satisfactory medical examination arranged by the Personnel department through the Trusts Occupational Health Department.

Canvassing will disqualify.

## **General Duties**

- 1 Employees of the Trust will be required to promote and support the mission and vision of the service for which they are responsible.
- 2 Develop and maintain good communication with all levels of management and build partnerships with the wider HPSS, NHS and external organisations in the promotion of the Trust.
- 3 Carry out their duties and responsibilities in compliance with health and safety policy and statutory regulations.
- 4 Participate in grievance and disciplinary processes as required.
- 5 Promote equality of opportunity through his/her own actions and ensure this policy is adhered to by staff within your area of responsibility.

## **GENERAL RESPONSIBILITIES:**

### **HSC Code of Conduct for Employees**

The Code sets out the standards of conduct expected of all staff in the Western Health & Social Care Trust and presents standards of conduct and behaviours required during and after employment with the Trust. Professional staff are expected to follow the code of conduct for their own professions as well as this code.

### **Service Quality**

Western Health and Social Care Trust is committed to providing the highest possible quality of service to all patients, clients and community through supporting and contributing to Trust quality initiatives. Employees are expected at all times to provide a caring service and to treat those with whom they come into contact in a courteous and respectful manner.

### **Personal & Public Involvement**

Staff members are expected to involve patients, clients, carers and the wider community where relevant, in developing, planning and delivering our services in a meaningful and effective way, as part of the Trust's ongoing commitment to Personal and Public Involvement (PPI).

Please use the link below to access the PPI standards leaflet for further information.

[http://www.publichealth.hscni.net/sites/default/files/PPI\\_leaflet.pdf](http://www.publichealth.hscni.net/sites/default/files/PPI_leaflet.pdf)

### **Conduct**

Employees must at all times abide by Trust policies and procedures and the terms of their contract of employment. They must conduct themselves with impartiality, integrity, objectivity and honesty and maintain high standards of personal and professional accountability.

### **Performance**

Employees are expected to demonstrate commitment to the Trust by ensuring regular attendance at work and efficient completion of duties.

### **Risk Management**

Employees must ensure that they comply with any risk management responsibilities specific to their post, and as set out in the Trust's Risk Management Strategy.

### **Governance**

The Trust is committed to the development and implementation of systems under Integrated Governance to ensure continuous improvement in the quality of services provided. Employees will be expected to co-operate and work with such systems.

### **Records Management**

All employees of the Trust are legally responsible for all records held, created or used as part of their business within the Trust including patient/client, corporate and administrative records whether paper based or electronic and also including emails. All such records are public records and are accessible to the general public, with limited exceptions, under Freedom of Information Act 2000, the Environmental Information Regulations 2004 and Data Protection legislation. Employees are required to be conversant with the Trust's policy and procedures on records management and to seek advice if in doubt.

### **Confidentiality**

All information concerning patients and staff must be held in the strictest confidence and may not be divulged to any unauthorized person.

**Equality & Human Rights**

Employees must ensure that equality and human rights issues are addressed within the post holder's area of responsibility in accordance with the Trust's Equality Scheme.

**Health and Safety**

Employees should note that under Health & Safety at Work Legislation they are required to take all reasonable steps while at work to ensure their own health and safety and the health and safety of those who may be affected by their acts or omissions at work.

**Smoking, Alcohol & Health**

The Trust operates policies on smoking, alcohol and health.

**Environmental Cleanliness**

The Trust promotes a culture of cleanliness and has adopted a partnership and collaborative approach that recognises cleanliness as the responsibility of everyone, cascading throughout every level of the organisation.

**Infection Prevention & Control**

The Trust operates a zero tolerance policy to preventable healthcare associated infections and the post holder is required to comply with all extant infection prevention policies, guidelines, protocols and procedures.

**The Trust is an Equal Opportunities Employer.**

*The duties and responsibilities outlined in the above job description are not intended to be definitive nor restrictive, and may be amended to meet the changing needs of the Trust.*

The Trust is an equal opportunities employer.

**September 2023**