

Chairman Mr David White
Chief Executive Mr Sam Higginson

Clinical Fellow in Musculoskeletal Radiology



Department of Radiology
Norfolk and Norwich University Hospitals
NHS Foundation Trust

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Introduction

This is an appointment to the established Norwich Musculoskeletal (MSK) Fellowship.

The post is only suitable for senior trainees and applicants would be expected to have wide experience in Musculoskeletal Radiology. Given that we have a large radiology training scheme an enthusiasm and aptitude for teaching, training, and research would also be an advantage.

A candidate who is unable for personal reasons to undertake the duties of a whole-time post will receive equal consideration.

We welcome all applications irrespective of age, disability, gender, sexual orientation, race or religion. Additionally, people with disabilities will be offered an interview providing they meet the minimum criteria for the post. The Trust operates job share and flexible working.

The Department

In 2001 the old Norfolk and Norwich Hospital moved to the newly built Norfolk & Norwich University Hospital (NNUH) on the western side of the city close to the University of East Anglia and the Norwich Research Park which, together with NNUH, form one of the UK's largest Academic campuses.

The Radiology Department is busy, performing around 500,000 examinations per year. Based at NNUH it includes 5 CT machines (3 x 128 slice, 1 dual-headed 128 slice cardiac optimized, SPECT-CT) and 4 MRI units (two 1.5T, one 3T as part of a joint project with the University of East Anglia (UEA), and a further 1.5T unit based at Cromer Hospital). A new four-suite IRU is near completion, due to open in July 2020 to meet increased demand. This will house two Siemens Pheno robotic systems, 2 Siemens Artis Q ceiling mounted c-arms and a dedicated 16 bed recovery area. Two Pre-Op assessment rooms are also part of the build allowing the service to develop its aspirations to provide greater volumes of day case activity.

The MSK Faculty comprises 5.5 FTE consultants with dedicated MSK practices and a Consultant Musculoskeletal Sonographer, the first such post in the NHS, whose practice includes diagnostic and interventional cases as well as providing specialist ultrasound teaching to StRs and sonographers. In September 2020 a Senior Lecturer/Honorary Consultant will be joining our team, a joint appointment with the University of East Anglia.

The Faculty teaches and lectures at national and international meetings and includes the 2011 and 2020 RCR Roentgen Professors, both MSK specialists. The post holder will be encouraged to participate in these activities, and to attend and present at national and international meetings. The two day BSSR Refresher Course 2016 was held in Norwich, as was the East of England BIR MSK Radiology training course in October 2019.

Norwich hosts one of three Radiology Academies in England. Trainees on the scheme have previously won the Gold award (previously the Rohan Williams Medal) and the Frank Doyle medal for outstanding achievement in the FRCR. The scheme also supports with UEA an Academic Clinical Lecturer, and a recent Academic Clinical Fellow appointment, both working in MSK imaging research, particularly osteoarthritis. Involvement with new or ongoing research activity is encouraged and would be supported.

In 2017 the specialist MSK workload comprised over 8,000 MRI examinations and over 7,000 ultrasound studies with general practitioners and extended role allied health professionals having direct access to US and MRI. A comprehensive range of MSK imaging and intervention is performed including MR & CT arthrography, nerve root injection, bone biopsy, spinal cement augmentation and radiofrequency ablation. Cryoablation is also planned to be introduced. The department ranks as one of the foremost MSK centres in the UK particularly with regard to ultrasound, spinal intervention and radiofrequency ablation.

The Faculty holds a fortnightly MSK review meeting in the Academy attended by the MSK consultants, the MSK fellow and trainees attached to the MSK Faculty, with generous refreshments provided. Trainees present papers under formal meeting conditions, and interesting cases are discussed. The post holder will be expected to contribute to this meeting.

There is a large Orthopaedic Department with 26 consultants covering the full spectrum of Orthopaedic Surgery including paediatric and spinal surgery and is a regional referral centre. There are also a nationally recognised Plastic Surgery department and a large Rheumatology department within the Trust.

The faculty maintains close working relationships with the major referring clinicians. There are weekly upper limb, lower limb, spinal and rheumatology meetings, and fortnightly paediatric MSK and sarcoma MDT meetings. The Trust provides the regional sarcoma diagnostic service including image-guided biopsies, and the definitive management of selected cases. There is also an active spinal intervention service offering tumour ablation, kyphoplasty and vertebroplasty, supported by an MSK research practitioner as the service moves into the new IRU.

We would anticipate the post holder achieving the following competencies by the end of their fellowship:

- Fully independent reporting and protocolling of MSK and spinal CT and MRI;
- Fully independent MSK ultrasound, both diagnostic and therapeutic (including sarcoma biopsies);
- Fully independent CT-guided nerve root injections and bone biopsies;
- Vertebroplasty with minimal supervision;
- Fully independent fluoroscopic arthrography;
- Supervision of trainees' MSK practice;
- Chairing of formal MDTs and informal clinico-radiological meetings.

Our previous Fellows have published peer reviewed articles and/or presented at international meetings during their fellowship, and have been successful in their applications for consultant posts with specialist MSK interests.

The main Radiology Department has five ultrasound rooms for general work, including two brand new GE LOGIQ E9 machines, with separate vascular and obstetric ultrasound suites also run by the Department. There are also endoanal and endoscopic ultrasound facilities elsewhere in the Trust, and a further general ultrasound room at Cromer Hospital.

The Interventional Radiology Unit (IRU) covers a population of approximately 750,000 and is extremely busy with increasing demand from all referral sources.

The Nuclear Medicine Department is undergoing refurbishment from January 2020 to equip the department with 3 Intevo Bold Spect CTs. New anticipated services to the Nuclear Medicine Department include SPECT VQ scanning, Head and Neck Sentinel Lymph Node Biopsies and Lutetium therapy.

There is a hospital-wide PACS (Fuji Synapse) supported by the RIS (Soliton Radiology+), which includes integrated voice recognition.

The department is moving towards an extended working week.

Consultant Clinical Staff

There are currently 42 Consultant Radiologists:

Dr John Curtin MRCPI, FRCR	Chest and Cardiac Radiology
Dr Paddy Wilson MRCP, FRCR	Vascular Radiology, Head and Neck, Upper GI
Dr Sarah Scott-Barrett MRCP, FRCR	Oncology, Gynaecology, Urology
Dr Tom Marshall MRCP, FRCR	Musculoskeletal Radiology
Dr Jan Saada BSc, MRCP, FRCR	Neuroradiology, Interventional Radiology, Upper GI,
Professor Erika Denton FRCP, FRCR, DSc	Breast Radiology Medical Director, NNUH Honorary Professor of Radiology, UEA
Dr Mary Jane Bennie BSc, MRCP, FRCR	Chest and Cardiac Radiology, Oncology
Dr Stuart Williams MRCP, FRCR	Lower GI, Oncology Radiology Head of School, Eastern Deanery Honorary Senior Lecturer, UEA
Professor Andoni Toms PhD, FRCR	Musculoskeletal Radiology Honorary Professor of Radiology, UEA
Dr Duncan MacIver FRCR	Paediatric Radiology, Nuclear Medicine, PET-CT
Dr Paul Malcolm BSc, MRCP, FRCR	Gynaecology, Urology Service Lead (Quality & Safety) Honorary Senior Lecturer, UEA
Dr John Cahir MRCP, FRCR	Musculoskeletal Radiology
Dr Clare Beadsmoore MRCP, FRCR	Oncology, Nuclear Medicine, PET-CT Nuclear Medicine Lead

Dr Michael Crawford MRCP, FRCR	Interventional Radiology, Chest and Cardiac Radiology
Dr Richard Goodwin BSc, MRCS(Ed), FRCR, MBA	Musculoskeletal Radiology Chief of Division, Clinical Support Services
Dr Arne Juette FRCR	Breast Radiology, Upper GI Director of Breast Imaging
Dr Davina Pawaroo MRCP FRCR	Nuclear Medicine, PET-CT, Head and Neck Associate Training Program Director
Dr Ben Simpson MRCP FRCR	Upper GI/hepatobiliary, Endoscopic Ultrasound Associate Training Program Director
Dr Samyukta Boddu MRCP, FRCR	Breast Radiology, Lower GI
Dr Rayhaan Rahaman MRCP, FRCR	GI, Musculoskeletal Radiology Chief of Service, Imaging
Dr Victoria Ames MRCP, FRCR	Breast Radiology, Gynaecology Audit Lead
Dr Mark Lewis MRCS, FRCR	Interventional Radiology, Urology Interventional Radiology Lead
Dr David Newman FRCR	Breast Radiology, Nuclear Medicine, PET-CT Associate Training Program Director
Dr Sue Wilde MRCS(Ed), FRCR	Head and Neck, Lower GI, Oncology
Dr Hameed Rafiee FRCR	Upper GI/hepatobiliary, Lower GI Training Program Director, East of England Imaging Academy
Dr Kelvin Tan FRCR	Interventional Radiology, Breast Radiology
Dr Aziekah Ben Fiaz FCPS Radiology	Paediatric Radiology
Dr Abdelghani Belkhir MRCS, MSc, FRCR	Interventional Radiology
Dr Tariq Ali MRCP, MSc, MRCP, FRCR	Interventional Radiology
Dr Tom Turmezei PhD, MPhil, FRCR	Musculoskeletal Radiology Research Lead and Radiology Academic Clinical Fellow Programme Director Honorary Senior Lecturer, UEA
Dr Hilmar Spohr FRCR	Chest and Cardiac Radiology
Dr Gabriella Baio MD	Oncology, PET-CT Honorary Senior Lecturer, UEA
Dr Srinivas Boddu² FRCR	Musculoskeletal Radiology
Dr Claudia Woodward FRCR MBBS BSc	Breast Radiology
Dr Keith Godley FRCR, MD	Upper GI/hepatobiliary, Urology, Gynaecology
Dr Geeta Kapoor FRCR, MBBS	Musculoskeletal Radiology
Dr Christina Gladwell MBBS FRCR	Paediatric Radiology
Dr Julia Sun¹ MB MCh Bao	Chest and Cardiac Radiology
Dr Frank Carey¹ BSc, DBS, MBBS, FRCR	Interventional Radiologist
Dr Baljeet Dhillon¹ MBBS, DO-HNS, MRCS, FRCR	Interventional Radiologist
Dr Miltiadis Krokidis¹ MD, PhD	Interventional Radiologist Honorary Professor of Radiology, UEA
Dr James Mackay¹ MBBS, PhD	Musculoskeletal Radiologist Joint Senior Lecturer in Translational and Clinical Medicine, UEA

1. Commencing post in Autumn 2020

2. Joint appointment with James Paget University Hospital

Junior doctors

The NNUH is one of the main training hubs of the Eastern Region Radiology School and hosts the East of England Imaging Academy, one of three Radiology Academies in the UK. Approximately 50 Specialty Trainees have their training based at the NNUH and the Norwich Radiology Academy.

There is a partial shift rota covering out of hours work.

Technical and other Support Staff

The Department is well staffed with over 120 radiographic staff, 15.4 WTE nurses plus secretarial and administrative staff. The Radiographic staff are involved in skill mix and extended role development, including reporting, barium enemas (currently being training in CT colonoscopy, IVUs, ultrasound and contrast injections as well as participating in the National Pilot Project for the Assistant Practitioner grade.

Management Team

The Radiology Service Manager (Julia Kazimierczak) is supported by two Operations Managers with further support from modality leads, governance lead, radiation protection advisor, RIS manager, PACS manager and an Admin & Clerical manager.

Education, Training & Research Radiology Imaging Research

The NIHR Clinical Research Network: Eastern is hosted by NNUH. The majority of radiologists in the department are active in research and research by radiologists is positively encouraged and radiologists are GCP Trained.

There is an established Research Governance Committee, which administers resources and approves proposals and is chaired by one of the consultant body whose remit is to offer oversight of departmental research efforts. A dedicated research radiographer has been in post since 2008 to coordinate and support research in the radiology directorate. There is dedicated research time in MRI, currently 4 sessions, with discussions underway to significantly increase the amount of research undertaken. One of the Strategic Objectives for the Norfolk and Norwich University Hospitals (NNUH) 5 Year Plan is to '*be a centre of excellence for research, education and innovation*'. This is important as better outcomes for patients are achieved in Trusts that are 'research active'. The NNUH is expanding and developing research and this is an exciting time to join the team as many research changes and improvements are already underway, developing a research budget and placing the NNUH on a good footing to implement the Research Strategy 2020-2025.

Radiologists are increasingly involved in collaboration with scientist colleagues on the Norwich Research Park and NNUH's research 'assets' such as the Clinical Research Facility and Norwich Research Park Biorepository which are shared partnership with the University of East Anglia and Quadram Institute Biosciences, including liaison with NNUH clinical service providers, bringing together food and gastroenterology researchers and clinicians, under one roof, in a unique environment where collaboration, innovation and synergy across disciplines are promoted to address global challenges in human health, food and disease.

The University has Clinical MR Physics, Dr Donnie Cameron, whose principal role is to support MR research in the department. The department receives 2 PAs from the clinical local research network to support portfolio studies. An image analysis lab is fully equipped at the Radiology Academy to provide space and computing resource for research activity.

Key Research Staff

Consultants

Dr Tom Turmezei	Research Lead and Musculoskeletal Imaging
Dr Paul Malcolm	MR Imaging
Prof Andoni Toms	Musculoskeletal Imaging
Prof Erika Denton	Breast and Health Services Research
Dr John Curtin	Cardiothoracic
Dr Clare Beadsmoore	Nuclear Medicine and PET/CT
Dr James Mackay	Musculoskeletal Imaging

University

Dr Donnie Cameron	MR Physics
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Research Radiographers

Mrs Rebekah Girling	Imaging Research Lead Radiographer
Mr Richard Greenwood	MR Research Radiographer
Mrs Kitty Lythgoe	Ultrasound Research Liaison
Mrs Rosanna Stacey	Conventional Radiography Research Radiographer

Clinical Scientist

Mr Matthew Gray	Nuclear Medicine
Mrs Emily Fitock	Nuclear Medicine
Mr Bahman Kasmai	DICOM connectivity & post-processing

Key Research Infrastructure

Wide bore 3T MR with proton and multinuclear spectroscopy, fMRI, diffusion, perfusion and full cardiac capabilities. There is a research agreement with GE and a research agreement with Siemens is currently being drawn up. There is a Dual Energy 256 slice CT machine (Siemens). There are a number of different ultrasound machines with research capabilities including microbubble perfusion and elastography. We also hold research capacity in the new PET-CT imaging suite.

A dedicated image analysis laboratory is located on the Trust Site containing three dedicated networked workstations with mixed operating systems for post-processing and analysis including in-house MATLAB and R development, and a screen eye-tracking system.

Funding

Key support staff are funded by the Clinical Research Network: Eastern. Other research funds include project grants and commercial income, for example £15,000 remuneration from Medtronic in 2020 for collaboration on key spinal augmentation outcome data.

Collaboration

Principal collaborators on the Norwich Research Park include the Clinical Research Facility and Norwich Research Park Biorepository which are shared partnership with the University of East Anglia and Quadram Institute Biosciences, the Schools of Allied Health Professionals and Computer Science at UEA. Research staff have collaborative links with Cambridge, Aberystwyth, Salford, Toronto, Hull, Reykjavik, Kansas, and Stanford.

Output

The Department of Radiology currently hosts of 156 portfolio, multicentre and commercial research studies. The Department authored or co-authored 23 peer reviewed publications in the financial year 2019. Members of the department have been awarded small grants over recent years, most recently £30,000 to investigate knee osteoarthritis in 3D from novel weight-bearing

East of England Imaging Academy

The department is a major centre for postgraduate radiology training in East Anglia. The training scheme was established in 2000 with Norwich becoming one of three (now four) Radiology Academy sites in 2002. Training takes the form of workplace-based training of StRs in the department with teaching and supervision in a dedicated training environment at the Imaging Academy. There is a full timetable of tutorial and lecture-based teaching for all years of radiology training as well as many multidisciplinary training opportunities.

There is a local training committee with a head of training, clinical tutor and named educational supervisors, which helps set the training agenda locally and liaise regionally and with The Royal College.

Radiology and the University of East Anglia

The Medical School at the nearby University of East Anglia took its first students in October 2002 and the radiologists are actively involved in planning and teaching within the medical school. The majority of anatomy teaching is led by radiology consultants and more senior StRs. Radiologists contribute to all elements of the undergraduate training curriculum.

The UEA School of Medicine, Health Policy and Practice currently funds two consultant posts in the department through the SIFT process to support this medical student teaching. University work is distributed amongst the consultant body with

input into basic sciences as well as clinical education. Other radiology consultants have taken on more supervisory, pastoral or admission roles within the medical school. Four consultants have Honorary Senior Lecturer status at the UEA. Dr Mackay was awarded joint Senior Lecturer with UEA in 2020. Drs Erika Denton and Andoni Toms were awarded Honorary Chairs in 2011 and 2014 respectively. Dr Krokidis was awarded an Honorary Chair in 2020.

Provisional Timetable

The following provides an outline of the expected clinical activity:

	AM	PM
MONDAY	MSK reporting Sarcoma MDT (alt. weeks)	Hot reporting
TUESDAY	Rheumatology meeting Nerve roots MSK Ultrasound	Spine MDT Screening/ MR arthrography Lower Limb meeting
WEDNESDAY	Nerve root /bone biopsy Plain films	Upper Limb meeting MSK reporting MSK review meeting (alt. weeks)
THURSDAY	MSK reporting	Paeds MSK imaging meeting (1 st and 3 rd weeks) Research/Teaching
FRIDAY	MSK ultrasound	MSK reporting/Vertebroplasty

This timetable is indicative; the definitive timetable will be agreed by the Trust and the appointee and subject to regular review.

Person Specification

ATTRIBUTES	ESSENTIAL	DESIRABLE
Qualifications	Full registration with the GMC and with Licence to Practise; Basic medical qualification (MB BS or equivalent) FRCR or equivalent*	
Personal skills	Evidence of good written and verbal communication skills Evidence of being a good team member	
Experience	Within 6 months of obtaining CCT General radiology training to at least year 4 Specialty Training level including musculoskeletal experience.	Experience in musculoskeletal radiology at the level of year 5 Specialty Trainee.
Audit, Research and Publications	Experience in audit, research or published papers	Authored musculoskeletal papers in peer-reviewed journals
Teaching skills	Experience in undergraduate teaching	Enthusiasm and motivation for teaching
Communication and Language Skills	Ability to communicate effectively with clinical colleagues and support staff Good knowledge of, and ability to use, spoken and written English Ability to present effectively to an audience, using a variety of methods, and to respond to questions and queries	

*Applicants who are Nationals from another European country or elsewhere overseas would have to show equivalence to the 5 years training period in the National Health Service required for the specialty.

It is essential that all Trust employees will adhere to, and follow good infection control practices, as detailed in the Trust's Infection Control Manual and other related policies and guidelines.

About the Trust

Norfolk & Norwich University Hospital NHS Foundation Trust

The Norfolk and Norwich University Hospitals NHS Foundation Trust is a 1000 bed acute teaching hospital providing secondary and tertiary services to a total population of over 800,000. It consists of two hospitals:

Norfolk and Norwich University Hospital

The £229 million Norfolk and Norwich University Hospital (NNUH) opened in 2001 on the Norwich Research Park and was the first new teaching hospital to be built for more than 30 years.

Cromer and District Hospital

The new £15 million hospital in Cromer was completed in 2012. The hospital is a key part of the Trust and provides ambulatory services, including a wide range of day case and out-patient services, renal dialysis, radiology, and a nurse-led minor injuries unit.

The Trust employs 7,000 staff and provides a comprehensive range of medical and surgical services with the exception of cardiac surgery and neurosurgery. In the year 2012/13, the Trust treated 155,969 in-patients and day patients, 567,777 total out-patients and 90,984 A&E patients.

NNUH has good access to the A11 and A47 regional trunk roads and is adjacent to the University of East Anglia campus and the Norwich Research Park.

University of East Anglia

The University of East Anglia (UEA) has over 15,000 undergraduates and is ranked in the highest 1% of health education institutions in the world. In 2013 it was the number one university for student satisfaction in the UK. UEA houses the Norwich Medical School, a School of Midwifery and Nursing and a School of Allied Health Practice.

The Norwich Medical School (Executive Dean, Professor Dylan Edwards) was founded in 1982 and admits 160 undergraduates every year. Clinicians at NNUH are closely involved in delivering teaching. Over the past 4 years the Medical School and NNUH have collaborated on a joint research strategy to take full advantage of the possibilities afforded on the Norwich Research Park (see below). This initiative has resulted in a significant expansion of clinical academic posts and increasing involvement of NNUH clinicians in research activity.

The newly opened Bob Champion Research & Education Building is located next to the hospital and houses research laboratories, a large biorepository, a lecture theatre and additional space for undergraduate and postgraduate teaching.

Norwich Research Park

The Norwich Research Park (NRP) is an association of co-located institutions namely UEA, NNUH, the John Innes Centre for plant research (JIC), the Institute for Food Research (IFR) the Genome Centre (TGAC) and the Sainsbury Centre. The different institutions provide a unique opportunity for health-related research. The NRP is one of the major areas of investment by the Biological and Basic Science Research Council and has, over the past 3 years, received significant central government funding.

East of England Imaging Academy

The Trust is home to the East of England Imaging Academy, run on behalf of the EHealth Education East of England. The academy, one of only four in the country, is also located on the Norwich Research Park in the Trust's Cotman Centre and provides a ground breaking approach to radiology training in the UK.

University of East Anglia School of Nursing and Midwifery

The School of Nursing and Midwifery's Edith Cavell building on the Norfolk and Norwich University Hospital campus opened in 2006. This provides state-of-the-art teaching facilities for a school that has been a leader and major provider in Nursing and Midwifery education in East Anglia for many years.

Education and Training

The Trust has an outstanding reputation for providing a good quality education and excellent clinical experience for trainees. The large catchment population provides a wealth of clinical material. Most departments have well-developed in-house teaching programmes and there are many examples of locally developed skills courses including Basic Surgical Skills, MRCS training and Minor Surgical Skills courses as well as more specialised courses such as for the FRCS (Orth). There is an established system of educational supervision and assessment for Foundation Programme and Core Training.

The Trust has one of the best-equipped Postgraduate Centres in the country. There is an excellent lecture theatre and library as well as seminar rooms and clinical skills laboratories within the Centre which is currently situated within the Hospital. Additional space will become available in 2014 in the new Medical School building.

There are opportunities for trainees to do an MSc in Health Sciences with the University of East Anglia. A diploma in clinical skills is being developed in collaboration with the University, aimed at the Core Training grade. There is an excellent local GP VTS scheme and this, and good quality educational programmes in NANIME, provide strong links with local GPs. For all these reasons Norwich is able to attract good quality candidates to fill training posts and eliminate many of the problems of recruiting into shortage specialties.

Research and Development

There is a joint UEA-NUUH Director of Research (Professor M Flather) and a joint research office which currently monitors nearly 200 new research applications per year. There is a Clinical Trials Unit based partly in the hospital and partly at the University. The Trust hosts the local CLRN and the East Anglia Cancer Research Network. Recruitment to clinical trials is consistently above target.

General Conditions of Appointment

1. All staff must safeguard the integrity, confidentiality and availability of sensitive information at all times. This includes information relating to patients, individual staff records and contract price and terms. Employees of the Trust are required to comply with the Trust's Principles of Data Quality (see current Data Quality Strategy).

Employee's responsibilities in relation to handling patient information are detailed in the Trust's Code of Conduct on Patient Identifiable Information. In line with official guidance from the Department of Health, the Code specifies six principles, which staff should follow at all times. These are detailed below:

- i. Justify the purpose
 - ii. Use patient identity only where absolutely necessary
 - iii. Use the minimum patient-identifiable information
 - iv. Access to patient-identifiable information should be on a strict 'need to know' basis
 - v. All staff should be aware of their responsibilities
 - vi. Every use must be lawful
2. Employees of the Trust are required to participate in a system of appraisal and performance review to identify training and development needs.
3. Employees of the Trust are required to comply with all relevant policies both Trust-wide and departmental policies – any queries should be addressed to your Line Manager or Head of Department.
4. Employees of the Trust are required to attend mandatory training e.g. Risk Management, Health and Safety, Infection Control, Fire Safety and Manual Handling. The requirements are dependent on staff group.
5. Employees of the Trust have a responsibility to actively identify areas of risk in both clinical and non-clinical settings, using the Trust's risk assessment and incident reporting systems as a framework in which to identify, analyse and control risks.
6. Under the conditions of the Health and Safety at Work Act 1974, staff have legal duties as follows:

- i. To co-operate with their employer, to enable the Trust to fulfil its duties under the Act
 - ii. Not to endanger themselves or others by their acts and omissions
 - iii. Not to intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety
 - iv. Familiarise themselves with and comply with the requirements of the Trust Health and Safety Management System, the policies and procedures contained within and the Trust's Incident Reporting Procedure
 - v. Understand that the Trust actively encourages staff to raise health and safety issues and bring to the immediate attention of your line manager any hazard or control measure, which is failing to protect against any hazard.
7. Bring to the attention of your Line Manager and/or safety representative any other issue relating to health and safety.
8. Co-operate with management on ways to improve health and safety.
9. Participate actively in all programmes being implemented to improve health and safety.
10. It is required that all Trust employees will adhere to, and follow good infection control practices, as detailed in the Trust's Infection Control Manual and other related policies and guidelines.
11. All Trust staff have a statutory duty to safeguard children in their care and promote the welfare of children and young people. Staff are expected to know about the Trust's safeguarding procedures which can be found on the intranet. Staff must be familiar with the signs and symptoms of abuse and know what to do if any such concerns are raised.
12. Employees are expected to be aware of and carry out their duties in accordance with the standards in the Trust Equality and Diversity and Dignity at Work policies
13. The Trust operates a "Smoke Free Policy" across all sites

This job description indicates currently the main responsibilities of the post. It is not a complete list and may be amended and developed as necessary in consultation with the manager and post holder. We would aim to reach agreement on any changes, but if agreement is not possible, the Trust reserves the right to make changes to this job description.

Contacts for Further Information

Candidates requiring further information are invited to contact the following:

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