West Midlands National Training Programme in Congenital Cardiothoracic Surgery

1st August 2018 to 31st July 2020

Birmingham Children’s Hospital NHS Foundation Trust
Steelhouse Lane
Birmingham
B4 6NH

Great Ormond Street Hospital NHS Foundation Trust
Great Ormond Street
London
WC1N 3JH

Birmingham Children’s Hospital and Great Ormond Street Hospital are the 2 largest paediatric cardiac surgical programmes in UK. They provide clinical care and training in all aspects of congenital cardiac and respiratory surgery (neonatal, infant, child and adult) in addition to paediatric cardiopulmonary transplantation and mechanical circulatory support (VAD, ECMO). The 2 year programme is unique within UK in providing training in all these areas.

To date the programme has trained 9 paediatric cardiac surgeons, 7 of who have been appointed to UK consultant posts (1 locum) and 2 are in post CCT fellowships.

The 2 year programme consists of the first year at Birmingham Children’s Hospital and the second year at Great Ormond Street Hospital.
Birmingham Children’s Hospital

Birmingham
Birmingham is a progressive, modern city offering pleasant accommodation, excellent civic infrastructure and an ambitious city centre development plan. There are excellent transport links, being 1½ hours by train to London, 1 hour to Manchester and 1½ hours to Bristol. Birmingham International Airport flies to over 100 destinations and is 15 min drive from the city centre. The city offers a wide range of cultural and entertainment facilities including the Symphony Hall, home of the Birmingham Symphony Orchestra, the Birmingham Royal Ballet and the International Convention Centre. It boasts the largest cinema complex in the UK and the Bullring shopping centre has recently been redeveloped into the largest indoor shopping complex in Europe. Birmingham is also home to the National Exhibition Centre, premierhip football clubs and the Edgbaston Test Cricket Ground. There are excellent schools, three universities and a number of other institutions offering further education and vocational training.

Birmingham Children’s Hospital NHS Foundation Trust

Birmingham Children’s Hospital is a large multi disciplinary dedicated Children’s Hospital with current capacity for almost 300 beds, a 29 bed Intensive care unit and 7 operating theatres and various diagnostic and therapeutic endoscopy and radiology facilities. The Trust is committed to an ongoing programme of redevelopment and expansion. A new regional burns unit was built in 2008 and a new renal unit and the only paediatric Wellcome Research Facility in UK was built on site in 2009. The hospital is committed to delivering child and family centred care and on site there is the James Brindley Hospital School and the largest family accommodation block in Europe was completed in 2010 by the Ronald MacDonald Housing Trust.

Recent Capital Expansion Projects have included redevelopment of the operating department with a new Endoscopy unit, Dedicated Laparoscopic Surgery Theatre, third MRI scanner in addition to new cardiology catheter lab plus a purpose built ‘hybrid’ cardiac operating room. The expansion in operating facilities has occurred with an associated further expansion of the Intensive Care Unit.

The Trust provides secondary level paediatric services for the child and adolescent population of much of the city of Birmingham. It is also the regional referral centre for the West Midlands region (population 5.8m) and many of its specialist services extend their referral base beyond the regional boundaries. In 1999, all Child and Adolescent Mental Health Services (CAMHS) across the city were brought together under the management of the Trust.

In addition to general paediatric medicine and general paediatric surgery, the clinical services provided by the Trust include: Accident and Emergency Medicine; Anaesthetics and Intensive Care; Bone Marrow Transplantation; Cardiology and Cardiac Surgery; Child and Adolescent Mental Health; Clinical Psychology; Dermatology; Endocrinology and Diabetes; ENT Surgery, Audiology and Cochlear Implantation; Gastroenterology and Clinical Nutrition; Haemophilia; Hepatology; Inherited Metabolic Disease; Neonatal Surgery; Nephrology including Haemodialysis and Renal Transplantation; Neurology; Neurophysiology; Neurosurgery; Non Malignant Haematology; Oncology; Ophthalmology; Orthopaedic and Trauma Surgery; Paediatric Dentistry; Plastic Surgery including Cleft Lip and Palate Surgery; Rehabilitation; Respiratory Medicine and Cystic Fibrosis; Rheumatology; Thoracic Surgery; Urology. The Children’s Hospital is also a designated supra regional centre for Craniofacial Surgery, Complex Liver Disease and Liver
Transplantation, and is designated as the primary national centre for paediatric small bowel transplantation. There is comprehensive provision of diagnostic and support services including all aspects of paediatric laboratory medicine, radiology and pharmacy. Therapy services include dietetics, physiotherapy, orthoptics, occupational therapy and speech and language therapy. Pastoral and social support is offered by chaplaincy and by the social work department.

The University of Birmingham

The Trust is a major contributor to the teaching programme of the University of Birmingham Medical School and has close ties with the Health Care Faculty at CITY University.

Academically, the University of Birmingham is organised into five colleges, one of which is the College of Medical and Dental Sciences which is a major international centre for research and education in medicine, medical sciences, dentistry, nursing and physiotherapy. The College consists of five schools bringing together academic staff, research staff and doctoral students across a wealth of medicine and science related subject areas. Interdisciplinary research is encouraged, as are links between the clinical and basic science departments in other faculties. The Medical School is justly proud of its library and reference facilities and has good working relationships with neighboring Trusts and Health Authorities.

The Institute of Child Health

The University Department of Paediatrics and Child Health (Director: Professor Tauny Southwood) is part of the Division of Reproduction Genes and Development (Director: Professor Mark Kilby, Birmingham Women’s Hospital). The Institute of Child Health provides laboratory, office and teaching accommodation for the academic department and is situated in the Clinical Research Block, Whittall Street, adjacent to the Children’s Hospital in the centre of Birmingham. The Research and Development Directorate is situated in the Institute of Child Health. Its medical Director is Dr Bruce Morland, Consultant Oncologist.

Paediatric Cardiac Services:

The Paediatric Cardiac Service comprises the Departments of Cardiology, Cardiac Surgery and its facilities including dedicated Outpatient department, the Non-invasive Investigations Unit, Wards 11 and 12, Homograft Tissue Bank, office and secretarial space. It works as an integrated service, under a single management structure as part of the Specialised Services Directorate.

The Clinical Lead for Cardiac Services is Dr Ashish Chickermane.
Lead for cardiac surgery is Mr Tim Jones.
The Clinical Service Director for this Directorate is Mr Khalid Sharif (Consultant Liver Surgeon).

Staff:

Consultants:
Mr DJ Barron  Consultant Surgeon
Mr TJ Jones  Consultant Surgeon
Miss N Khan  Consultant Surgeon
Mr P Botha  Consultant Surgeon
Mr N Drury  Clinician Scientist & Honorary Consultant

Dr O Stümper  Consultant Cardiologist, Intervention
Dr P Miller  Consultant Cardiologist, Non-invasive & Fetal
Dr R Dhillon  Consultant Cardiologist, Intervention, Pacing
Dr A Chikermane  Consultant Cardiologist, Non-invasive & MRI and Clinical Service Lead
Dr T Desai  Consultant Cardiologist, Non-invasive & Fetal
Dr C Mehta  Consultant Cardiologist, Intervention.
Dr V Bhole  Consultant Cardiologist, Intervention, EP and Pacing
Dr A Seale  Consultant Cardiologist, Non-invasive & Fetal
Dr M Chaudhari  Consultant Cardiologist, Intervention, heart failure
Dr R Leanage  Locum Consultant Cardiologist, Non-invasive

**Junior Staff:**

Cardiac Surgery  Mr A Crucean - Specialist doctor

Three SpRs  2 West Midlands Cardiothoracic Rotation
1 National SpR post rotating with Great Ormond St.

Two Overseas Fellows

Cardiology  Six SpRs  5 Cardiology SpRs
1 General Paediatric SpR rotation
Two Staff Grade (SpR level)

Five SHOs

**Cardiac IT**  **Lead Nurse**
Mr John Stickley  Tracy Oseland
Ms Rhia Taylor (CCAD)

**Wards**

There are two cardiac wards:

- Ward 11 (neonates and small infants) has capacity for 16 beds including a 4-bedded HDU
- Ward 12 (older infants and children) has capacity for 20 beds including a 4-bedded HDU.

Each ward has their own ward manger (senior sister) and has the capability to provide non-invasive ventilation and tracheostomy care.

**The Intensive Care Unit:**

This is a general purpose intensive care unit staffed to 29 beds. Current capital expansion plans will result in a phased expansion of the unit to 35. The unit is staffed by 18 consultants and a junior staff of PICU registrars in addition to Advanced Nurse Practitioners. It treats over 1350 patients per year.

Dr G Pearson  Clinical Service Lead
The cardiac unit provides 40-45% of the throughput of the PICU. There is a collaborative approach in the management of patients on the PICU with multidisciplinary care between the PICU, Cardiology and Cardiac Surgery teams. There is a cardiac surgical SpR resident on the PICU at all times and joint consultant led ward-rounds are run daily at 0800.

**Paediatric Retrieval Service**
KIDS is based at the hospital and is a designated service that was commissioned in 2009 for the retrieval and transfer of critically ill children.

**Cardiac Liaison Service:**
There is an excellent patient liaison service run by four full time nursing sisters who provide continuity of care and support for children and families before during and after their hospital admissions. Together with the dedicated social worker they form part of the patient support team. In addition there are two liaison nurses based at UHB in the Adult Congenital service who are involved with transition and transfer management for the older children.

**Homograft Bank:**
The Birmingham Homograft Bank facility has been based at the children’s hospital since 1988 and recently underwent a complete rebuild on site to meet new Department of Health recommendations (2004). It is one of only five banks in the country and is run by two full-time technicians providing valves and homograft patches for the west Midlands region and beyond.

**Cardiac Services at BCH:**
The Paediatric Cardiac Service provides an integrated care programme for all the patients with congenital heart disease, from neonate to adolescents and provides streamlined transition care to the Adult Congenital Heart Disease unit based at the University Hospital. The cardiology service treats over 10,000 outpatients per year at BCH and outreach clinics, performs over 600 cardiac catheters of which 70% are interventions and performs over 8000 echos per year. The fetal cardiac service is run by Drs Miller, Desai and Seale and performs over 600 antenatal scans per year based at the Birmingham Women’s Hospital. The antenatal detection rates are amongst the highest in the UK.
The surgical unit performs 420-490 open heart procedures per year with an additional 90-120 adult congenital cases. The total number of paediatric procedures (including closed operations) is 500-550 per year.

BCH has developed an Extra-Corporeal Life Support service for cardiac and respiratory support which is staffed by 50 trained ECMO specialists and fully supported by perfusion, PICU and cardiac surgery (Directors of ECLS, Mr TJ Jones & Dr L Edwards; ECLS Coordinator Sr M Farley)

This is the regional cardiac centre for the West Midlands, serving a population of 5.8 million and receives referrals for specialist surgery from every other region in the UK, as well from Ireland, Europe and Asia. BCH has treated over 700 cases referred from other centres around the UK over the past 5 years.

The unit has a particular interest in Hypoplastic Left Heart Syndrome, Complex Pulmonary Atresia and Congenitally Corrected Transposition of the Great Arteries. The centre is the third largest programme for HLHS in the world and has reported the largest single-institution experience with ccTGA and complex pulmonary atresia. The unit organises and hosts an annual workshop in congenital cardiac surgery with invited speakers from the UK and abroad.

**Research**

Mr Nigel Drury recently joined the department as a fulltime academic appointment in collaboration with the University of Birmingham. There is an active research programme within the department that is predominantly clinically based and has produced over 90 peer reviewed publications over the past 5 years. The successful applicant will be encouraged to take an active role in research with a view to developing a laboratory based research programme in the future. The department has a particular interest in myocardial metabolism and the physiology of the single ventricle circulation. Other areas include the role of banding to train the ventricle and new techniques in HLHS surgery. The research interests at UHB include ventricular metabolism and interactions and exercise physiology in congenital heart disease.

**Teaching**

The department takes an active role in teaching to both undergraduates and postgraduates. A ‘critical care’ module for final year medical students provides combined teaching in PICU, cardiology and cardiac surgery. The department also actively contributes to University of Birmingham BSc and MSC Anatomy Courses. The department participates in running training days for regional cardiothoracic teaching and provides the congenital component of the Birmingham Review Course.

**Audit**

The Directorate holds bimonthly audit meetings and a monthly mortality meeting. Participation in the Medical Audit process will be mandatory. The department uses a purpose built database, Heartsuite® that provides immediate access to patient diagnosis and records and has been retrospectively completed to include all patients treated in the unit since 1988.
Adult Cardiac Services

University Hospital Birmingham (UHB)
The cardiothoracic unit provides adult cardiac surgery for a wide area and cardiac transplantation for the West Midlands and Wales. The unit is located in the newly built Queen Elizabeth Hospital that was opened in June 2010 offering 1213 inpatient beds in a purpose built environment equipped with the latest technological healthcare advances.

UHB Cardiac Surgery Consultant Staff
Mr S Rooney
Mr D Pagano
Mr J Mascaro
Mr A Ranasinghe
Mr M Bhabra
Mr N Howell

Specialist Adult Congenital Cardiac Unit (UHB)

Consultant Cardiac Surgeons
Mr DJ Barron
Mr TJ Jones
Miss N Khan
Mr P Botha

Consultant Cardiologists
Dr S Thorne Clinical lead
Dr P Clift
Dr L Hudsmith
Dr S Bowater

This highly specialised supra-regional service provides a dedicated adult congenital heart disease programme and its multidisciplinary team co-ordinates the transition from Paediatric to Adult care, managing the interface between cardiology and cardiac surgery services at UHB.

The unit has a total population of >4000 patients. 90-120 GUCH patients undergo cardiac surgery per year, and approximately 70 catheter interventions and a similar number of diagnostic catheters.

Details of the Post:
The appointee will share the running of the Cardiac Surgery Unit with the other four registrars / fellows and a speciality doctor. There is no junior level of trainee in cardiac surgery, ward care is the responsibility of the paediatric cardiology junior staff (SpRs and SHOs) but the Cardiac Surgical registrars / fellows will be available for surgical advice and support on the wards when called upon. The on-call rota is a 1:6 partial shift system.

On-call commitments are principally in the day-to-day management of postoperative cases in the intensive care unit and in organising the list for the following day. The post incorporates a
considerable component of training in PICU and the on-call SpR is expected to take an active role in the joint management of PICU cases.

**Contracted Hours:**
The rota totals a 48 hour working week.

**Timetable:**
When not on call the post holders’ primary responsibilities are in the operating theatre in assisting, performing and observing surgical cases.

There is a commitment to presenting a journal club every 3 months and to participating in an SHO training programme in fundamental principles of congenital heart disease.

**Educational supervision**
The post holder’s educational supervisor will be Mr David Barron
An educational contract will be written at the commencement of the post and reviewed at 3 monthly intervals.

Paediatric Thoracic Surgery at BCH is undertaken by Mr D Parikh and Mr M Singh (Consultants in Paediatric General Surgery). The cardiac registrars / fellows are welcome to attend his operating lists and outpatient sessions on arrangement with him directly.

The fixed commitments of the unit are timetabled below:

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<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
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<th>Friday</th>
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<tbody>
<tr>
<td>0800</td>
<td>Ward round ICU</td>
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<td>Ward Round ICU</td>
<td>Ward Round ICU</td>
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<tr>
<td>0830</td>
<td>Business/ Audit Research</td>
<td>Teaching SpRs</td>
<td>Joint Case Conference</td>
<td>Journal Club</td>
<td>Joint Case Conference</td>
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<td>Operating List</td>
<td>UHB or BCH list</td>
<td>OutPatient s</td>
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</tbody>
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**FURTHER INFORMATION**

Further details may be obtained from:

Mr Tim Jones  
Telephone No 0121 333 9435

Mr David Barron  
Telephone No 0121 333 9437
Great Ormond Street Hospital NHS Foundation Trust

Great Ormond Street Hospital for Children NHS Foundation Trust (GOSH) is a national centre of excellence in the provision of specialist children's health care, currently delivering the widest range of specialist care of any children's hospital in the UK. It is the only specialist Biomedical Research Centre for paediatrics, the largest centre in the UK for children with heart or brain problems, and the largest centre in Europe for children with cancer. It works in partnership with the UCL Institute of Child Health (ICH), part of University College London, and together they form the largest paediatric research and teaching centre in the UK.

The hospital at Great Ormond Street is the only exclusively specialist children’s hospital in the UK. It does not have an Accident and Emergency department and only accepts specialist referrals from other hospitals and community services. The population of children served by the hospital is characterised by those with multiple disabilities and/or health problems and rare and congenital (present at birth) conditions. Many children need the help of different specialist teams. Improvements in health care and diagnosis mean that many children have dramatically improved survival rates and more therapeutic options than was the case 10 years ago. Sadly though, many of the children cared for at GOSH still have life-threatening or life-limiting conditions.

The hospital receives over 220,000 patient visits (inpatient admissions or outpatient appointments) a year, and carries our approximately 18,800 operations each year.

The hospital has 355 patient beds, including 36 intensive care beds. Many of the children and young people on our wards require high dependency care or are classed as ward intensive care, requiring one-to-one nursing.

Around 3,800 full-time and part-time staff work at the hospital. The ICH has around 600 staff. Many senior staff have roles in both organisations.

The hospital has approximately 50 paediatric specialties, the widest range of any hospital in the UK, which uniquely enables it to diagnose and pioneer treatments for children with highly complex, rare or multiple conditions. It has 19 highly specialised national services.
**Job description**

<table>
<thead>
<tr>
<th>Job title</th>
<th>National Trainee in Cardiothoracic Surgery (equivalent to ST8/9)</th>
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<tbody>
<tr>
<td>Division/Directorate</td>
<td>Cardio-Respiratory and Critical Care Division</td>
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<tr>
<td>Band</td>
<td>Specialty Registrar</td>
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<tr>
<td>Responsible to</td>
<td>Supervising Consultant</td>
</tr>
<tr>
<td>Accountable to</td>
<td>Specialty Lead Consultant</td>
</tr>
<tr>
<td>Type of contract/tenure of post</td>
<td>Fixed Term for a period of 12 months</td>
</tr>
<tr>
<td>Hours per week</td>
<td>40 standard hours plus an out of hours commitment.</td>
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<tr>
<td>Location</td>
<td>Great Ormond Street Hospital</td>
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<tr>
<td>Budgetary responsibility</td>
<td>n/a</td>
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<td>Manages</td>
<td>n/a</td>
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**Key working relationships**

**Internal:**

*Other medical staff, nurses, administrative team, consultants.*

**External:**

*Patients, Families, community services*
THE CARDIOTHORACIC UNIT

Aims and Objectives

The Cardi thoracic Unit at GOSH Trust is one of the largest tertiary referral units for complex paediatric heart and lung disease in the UK. It houses one of two paediatric thoracic transplant units in the UK, one of the 4 ECMO centres as well as providing paediatric tracheal services to Northern Europe.

Cardi thoracic patients are currently housed on Bear Ward (Cardiology Ward - including a 4 bedded High Dependency Unit) Badger ward (Respiratory ward including 4 bedded HDU), as well as in the dedicated Cardiac Intensive Care Unit. Approximately 700 paediatric cardiac operations are performed per year at GOS, (including approximately 30 thoracic transplants), 130 thoracic surgical procedures, 50 mechanical circulatory support/ECMO and 60-80 GUCH operations at The Heart Hospital.

Cardiorespiratory Directorate

The hospital has adopted a system of 5 Divisions . Cardiothoracic service is provided within the Cardiorespiratory & Critical Care Division . The Divisional Directors are Andrew Taylor (Cardiorespiratory) &Allan Goldman (Critical Care), the Lead for Cardiothoracic Surgery is Mr Martin Kostolny, the Lead for Cardiology is Dr Mike Burch and the Lead for Cardiac Intensive Care is Dr Cho Ng.

Present Staffing

Senior Medical Staff:
Mr Victor T Tsang (VTT) Consultant Cardiothoracic Surgeon
Mr Martin Kostolny (MK) Consultant Cardiothoracic Surgeon and Clinical Lead
Mr TY Hsia (TYH) Consultant Cardiothoracic Surgeon
Mr Nagarjan Muthialu (NM) Consultant Cardiothoracic Surgeon
Mr Ben Davies (BD) Consultant Cardiothoracic Surgeon

Current Junior Medical Staff:
4x SpRs (London Deanery)
4x Trust Fellows (GOSH)

DUTIES OF THE POST

Day time clinical duties
This will include both daytime duties and on call commitment. We run a Full Shift Rota and appreciate working flexibly to run an efficient service. Prospective cover is included in the Rota.

Duties will include pre-operative assessment of children including obtaining informed consent, assisting in theatre, performing procedures under supervision in accordance with the national curriculum.

Specific duties: ECMO cannulation and decannulation, providing surgical cover in the CICU (i.e. exploration for bleeding, delayed closure of chests, intercostal drain and PD cannula insertion etc), post-operative care of children on the ward, presentation of cases at meetings and ward rounds,
involvement in the chest wall clinic, involvement in the teaching, research and academic programme of the Unit. The appointee will quickly acquire skills in paediatric cardiothoracic surgery. In addition to surgery, ICU, cardiac imaging/echo, and research experience will also be provided. Such experience will form the basis of future career development within the discipline.

**On-call commitments**

This is a full shift rota which incorporates nights, weekends and out of hours. On average there is one SpR on leave at any one time. The out of hours will not be evenly spaced and the appointee will be expected to work flexibly to accommodate this. The out of hours arrangements will be discussed with the successful applicant.

**Audit and Research**

This post should give ample opportunity for these aspects of work. The appointee will be expected to participate fully in the departmental audit programme. Participation in clinical research that is related to service delivery will be encouraged and facilitated.

**Teaching**

The Trust Fellows will contribute to the departmental teaching programme, and where appropriate in the longer term will also contribute to Courses and Conferences run at the Institute of Child Health.

**CLINICAL GOVERNANCE**

**Medical Practice**

All members of the Trust’s medical staff are expected to practice within the GMC guidelines, in particular those contained within the booklets on *Good Medical Practice* and *Maintaining Good Medical Practice*. Additionally, all members of the Trust’s medical staff are expected to be familiar with the Trust’s Professional Standards Advisory Group Process and to follow this as appropriate.

All of the above provide an outline of the duties of doctors who are registered with the GMC and in particular emphasise the responsibility of every doctor to ensure standards of good clinical care, share good practice, keep up to date with clinical skills, and to work in teams and maintain good relationships with colleagues in all disciplines. The Trust is committed to the support of these principles and provides funds (see 5.2) for education and development of all grades of staff.

**Professional and personal development**

The Trust is committed to supporting the professional and personal development of non-consultant career grades. The appointee is expected to participate in continuous medical education (CME) Continuing Professional Development (CPD) and financial support and study leaves are available for this purpose.

As part of the requirements, the appointee will be allocated a consultant mentor / supervisor who will support the appointee’s personal and educational development. Appraisals will be timetabled on a regular basis. It is anticipated that the duties and specific interests of the appointees will be supported over time, with the potential for development of a specific research or teaching portfolio.
FURTHER INFORMATION

Please contact the following for further information:

Lead Consultant: Mr M Kostolny (Martin.Kostolny@gosh.nhs.uk)
Or Mr VT Tsang Victor.Tsang@gosh.nhs.uk

SPECIALTY: Cardiothoracic

CONTRACT: Whole time

1) WEEKLY TIMETABLE OF SpR activities

Monday
0730  Ward Round CICU/Bear Ward
0830  Catheter Meeting
0830  VTT Theatre all Day /TY Theatre all Day
12.00 Planning Meeting

Tuesday
0730  Ward Round CICU/ Bear Ward
0830  ECHO Meeting
0830  NM & MK Theatre all day
0830  GUCH Theatre at Bart’s Hospital (TY)
12.00 Planning Meeting

Wednesday
0730  Ward Round CICU/Bear Ward
0830  Unit teaching
0830  NM & MK Theatre all day
0830  GUCH Theatre at Barts Hospital (VTT)
12.00 Planning Meeting

Thursday
0730  Joint Cardiology Conference
0830  VTT & TY Theatre all day
1100  Thoracic MDT
12.00 Planning Meeting
1700  Tracheal MDT

Friday

    Ward Round
0730  CICU/ Bear Ward
0815  Clinical Governance Meeting
0830  BD / MK Theatre all day
0930  Pre-surgical Meeting
12.00 Planning Meeting

2) ROTA: See specific clinical duties (2.1)

3) Monday – Friday at 12.00 Surgical Planning On-Call SpR meeting

This job description is intended as an outline of the areas of activity and can be amended in the light of the changing needs of the service and will be reviewed as necessary in conjunction with the post-holder.
Other information

Great Ormond Street Hospital Foundation Trust is a dynamic organisation, therefore changes in the core duties and responsibilities of this role may be required from time to time. These guidelines do not constitute a term or condition of employment.

Conflict of Interest

You are required to declare any involvement, either directly or indirectly, with any firm, company or organisation which has a contract with the Trust. Failure to do so may result in your application being rejected, or, if it is discovered after appointment that such information has been withheld, then this may lead to your dismissal.

Confidentiality

On appointment you may be given access to confidential information which must only be disclosed to parties entitled to receive it. Information obtained during the course of employment should not be used for any purpose other than that intended. Unauthorised disclosure of information is a disciplinary offence.

Disclosure & Barring Service (Previously Criminal Records or ‘CRB’)

Great Ormond Street Hospital is a regulated organisation and as such, you will have your criminal record checked. You will be asked at interview if you have any criminal convictions and a police check on the existence of a criminal record will be made if you are the preferred candidate for appointment to the post. GOSH reserves the right to withdraw any conditional offer of employment made on the basis of the outcome of your criminal records check.

Infection Prevention and Control

You will be required to participate in performance audits with respect to Infection Prevention and Control and will be required to discuss this in your annual performance review. The following should also be noted:

- The postholder should ensure a suitable and efficient assessment is made of the risks to both the recipient and provider of care in respect of infection prevention and control issues.
- The postholder is required to make him/herself aware of and comply with national and local infection prevention and control guidance.
- Where children are in their care the postholder must investigate any health care-associated infection.
- The postholder should audit performance with respect to infection prevention and control (in a way appropriate to their service) and discuss this in their annual appraisal.

Health and Safety

All staff have a general accountability for ensuring, so far as is reasonably practicable, the health, safety and welfare of Trust employees. The following should also be noted:
• Each employee is required to take reasonable care for his or her own acts or omissions and the effect that these may have upon the safety of themselves or any other person.
• Every employee must use safety equipment or clothing in a proper manner and for the purpose intended.
• Any employee who intentionally or recklessly misuses anything supplied in the interests of health and safety will be subject to disciplinary procedures.
• Every employee must work in accordance with any health and safety procedures, instructions or training that has been given.
• No employee may undertake any task for which they have not been authorised and for which they are not adequately trained.
• Every employee is required to bring to the attention of a responsible person any perceived shortcoming in the Trust’s safety arrangements or any defects in work equipment.
• All employees are under a duty to familiarise themselves with the Trust’s Health and Safety Policies.

**Risk Management**

You will be required to ensure that you implement systems and procedures at a local level to fulfill the requirements of the organisation’s Risk Management Strategy including local management and resolution of complaints and concerns, management of SUIs/incidents and near misses. Your specific responsibility for risk management will be clarified to you by your manager at your local induction.

**Emergency Planning**

In accordance with the organisations responsibilities under the Civil Contingencies Act 2004, you may be required to undertake alternative duties as is reasonable directed at alternative locations in the event of and for the duration of a significant internal incident, major incident or flu pandemic.

**Human Rights**

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

**Sustainable Development**

You will be required to demonstrate a personal commitment to the Trust’s Sustainable Development Plan and to take personal responsibility for carrying-out your work duties in a way which is compliant with this Plan.