

Be part of Our Future

Consultant Application Pack

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SECTION 1: About Us

The University Hospitals of Leicester NHS Trust (UHL) provides services for 1.1 million people in Leicester, Leicestershire and Rutland, and a further 2 million nationally through our specialist cardiac and renal services. The geography features the vibrant urban centre of Leicester, as well as beautiful rural areas in the wider county and Rutland.

Our three acute sites are the Leicester Royal Infirmary, the Leicester General Hospital and the Glenfield Hospital. As an integrated Trust, we provide services in seven community hospitals as well as in people's homes and virtually. We are a renowned biomedical research facility with an established international reputation for research excellence in cardiovascular, respiratory, diabetes, renal and cancer medicine. Together with University of Leicester, Loughborough University and De Montfort University – and as one of the country's largest teaching hospitals – we provide world-class training for tomorrow's health and care professionals.

As an organization with a long history and a £1.5bn annual turnover, we also play a role as a community anchor organisation. More than 18,000 people representing over 70 different nationalities work at UHL and we are proud of the diversity of our workforce. As one of the largest employers in the region, we use our economic influence to improve the health and wellbeing of our community, by purchasing local goods and services and being a good civic partner.

We are committed to working in partnership with health and social care, local authority and charitable sectors to make a difference at scale. UHL's 2023 – 2024 strategy, published in October 2023, sets out a clear vision to be leading in healthcare and trusted in communities.

Our strategic framework

Vision: Leading in healthcare, trusted in communities

Four goal areas

High-quality care for all

We will deliver timely, safe and personalised care for everyone who needs it

A great place to work

We will support our diverse workforce and create learning environments that promote high-quality care

Partnerships for impact

We will make a difference at scale and strengthen community relationships

Research and education excellence

We will grow as an international centre of excellence for research, education and innovation

Our UHL values



Compassionate

We care for patients and treat each other with kindness, dignity, and respect



Proud

We are proud of what we do, are responsible for our actions, and continuously improve to be the best we can be



Inclusive

We promote fairness and equity, celebrate diversity, and challenge discrimination wherever we find it



One Team

We work together and collaborate to make a difference for patients, partners and communities

Embedding health equality and inclusion in all we do

Enablers of success



Continuous improvement approach



Digital, data and technology



Financial sustainability



Becoming a Green Trust



Working with people and communities

Welcome from Our Chief Executive

Mr Richard Mitchell

“Thank you for your interest in joining University Hospitals of Leicester NHS Trust (UHL). We are proud of the progress we are making and we are excited about our future as an integrated provider of health and care.

At UHL, we are working to achieve four goals; high quality care for all, a great place to work, partnerships for impact and research and education excellence. We have a turnover of £1.5bn and over 18,000 colleagues and we provide care in three main acute sites, seven community hospitals and in patients’ homes.



UHL and University Hospitals of Northamptonshire (UHN) have formed a collaboration with me as the Joint Chief Executive. The three neighbouring trusts provide home, community, hospital and virtual care to a population of over two million people in the East Midlands. The Trusts have many shared services, jointly employed clinicians and deliver world leading research through the Leicester National Institute of Health and Care Research (NIHR) Biomedical Research Centre.

We will work more closely to strengthen clinical and support services and will improved efficiency, productivity and quality. We will collaborative with NHS and Local Authority partners to improve health and wellbeing of patients and create better employment opportunities across the region.

I am proud to work in Leicester, Kettering and Northampton, we have a truly diverse workforce and I look forward to working with you too.”



Richard Mitchell
Chief Executive Officer
Richard.Mitchell@uhl-tr.nhs.uk
07795 211 370

SECTION 2: About the University of Leicester

The University of Leicester is the major academic partner of the University Hospitals of Leicester NHS Trust (UHL). This partnership is hosted within the University by the College of Life Sciences and enables the highest standards of research, education and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, locally within Leicestershire and in the wider world. Contributions made by consultant colleagues to this broad academic mission (including research, teaching and education, clinical leadership, enterprise and innovation) are recognised by the University through the award of a range of honorary titles from Honorary Fellow through to Honorary Professor.



The University of Leicester is based in one of the most diverse areas of the UK and Europe and this has shaped its identity and mission: Diverse in its makeup and united in ambition – the University pursues excellence in knowledge and learning to ‘change lives through education and research’ and to work in partnership with its communities to become truly inclusive.

The University’s strategy consists of three themes:

- World-Changing Research
- Research-Inspired Education
- Our Citizens

The University of Leicester has a long history of groundbreaking medical research. The considerable academic resources of the College of Life Sciences mean that it is widely recognised for its world-leading and internationally excellent research and the quality of its undergraduate and postgraduate teaching. The high calibre of its academic endeavour was recognised in the latest Research Excellence Framework (REF2021) which ranked the University of Leicester 2nd for Clinical Medicine (UoA1), with 95% of our submission ranked world-leading (4-star) or internationally excellent (3-star). Leicester was also awarded Gold in the latest Teaching Excellence Framework, with its Medical School ranked first for positivity in the National Student Survey in 2024.

The College of Life Sciences hosts two University Research Institutes: [Leicester Institute of Structural and Chemical Biology, Led by Prof John Schwabe](#) and the Leicester Institute for Precision Health <https://le.ac.uk/research/institutes/precision-health> led by Professor Chris Brightling; and nine Research Centres:

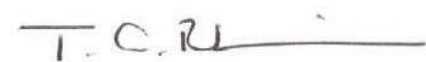
- Centre for Cancer Research,
- Centre for Diabetes Research,
- Centre for Microbial and Infectious Disease,
- Centre for Environmental Health and Sustainability,
- Centre for Phage Research,
- Centre for Lifespan Health and Wellbeing,
- Centre for Fibrosis Research,
- Centre for Sarcopenia and Muscle Research,
- Centre for Population Health

Our NIHR Biomedical Research Centre (BRC) is a collaboration between the University of Leicester, the University of Loughborough, the University Hospitals of Leicester NHS Trust and the University Hospitals of Northamptonshire NHS Group. It recently received a 2.5-fold increase in funding, bringing together the work of: Cardiovascular; Respiratory and Infection; Lifestyle; Personalised Cancer Prevention and Treatment; Environment; and Data innovation for Multiple Long-Term Conditions and Ethnic Health.

Our educational ambition is to deliver a world-class, discovery-led and discovery-enabling learning experience in all teaching. There are programmes in Medicine and a growing range of healthcare professions including Midwifery with Leadership, Nursing with Leadership, Operating Department Practice, Pharmacy, Physiotherapy and Radiography; a new course in Optometry planned for 2026. A new more patient-centred undergraduate curriculum in Medicine was launched in 2016 with long 'apprenticeship-style' placement blocks developing student skills as they enter the clinical phase of our course. All Consultants are expected to contribute to teaching and training of undergraduate students and postgraduate trainees as part of their role.

We are also proud of our work widening participation to medicine, and have developed an excellent [Medicine with Foundation Year MB ChB](#) which was launched in 2017. The Stoneygate Centre of Excellence in Empathic Healthcare was launched in 2023, following a major philanthropic donation to the university. The Centre will be a flagship institute and be world-leading: in the development and delivery of transformational empathy training; in establishing the best means of assessing clinical empathy; and in measuring the impact of empathic healthcare on patient and practitioner outcomes.

I look forward to welcoming you to Leicestershire and to you joining both UHL and the University of Leicester in our joint endeavour to improve the health outcomes and quality of life of our local population through research and education with world-wide impact.



Professor T G Robinson BMedSci MD FRCP FESO
 Pro Vice-Chancellor, Head of the College of Life Sciences and Dean of Medicine
 tgr2@leicester.ac.uk

SECTION 3: Leicester, Leicestershire and Rutland

A GREAT PLACE TO LIVE AND WORK

The geography features the vibrant urban centre of Leicester, as well as beautiful rural areas in the wider county and Rutland, including Rutland Water

Leicester is the largest city in the East Midlands and the fastest growing. With a proud history of migration, it is famously the first 'plural' city in the country, with no single ethnic majority. The 2021 census identifies 94 languages spoken here, making Leicester one of the most linguistically diverse places in the UK

The city is home to the largest Diwali celebration outside India each Autumn, and across the rest of the year Leicester celebrates Vaisakhi, Eid, Hanukkah and Chinese New Year. It also hosts the third largest Caribbean Carnival in the country

Leicester has seen the development of the Space Park and Waterside area of the city in recent years, with a view to nurturing specialist industry skills and the retention of knowledge from graduates of the city's two universities. In the wider county, life sciences and logistics are industry growth areas, creating jobs and attracting more people to settle in Leicestershire.

Leicester has been one of the most successful sporting cities in the UK in the last decade with Leicester City Football Club, Leicester Tigers rugby union club and Leicester Riders basketball team all winning their respective leagues

The county is crisscrossed by footpaths, cycle trails and canals. Outdoor attractions include the National Forests, Bradgate Park, Beacon Hill and Swithland Wood. The strong transport infrastructure means you are never far from other destinations in the UK or overseas. Find out more at Visit Leicester and Discover Rutland

<https://www.visitleicester.info/>

<https://www.discover-rutland.co.uk/>

SECTION 4: Job Description

Job Title;

Duty Consultant for Adult Critical Care Transfer Service (ACCOTS) (PA's confirmed upon interview – typically no less than a 2PA's per week.)

Location;

Units 10-12, Trent lane Industrial Estate, Willow Road, Castle Donington DE74 2NP

Managerially Accountable to;

ACCOTS Clinical Director – Dr Richard Browne and ACCOTS General Manager – Michelle Graham

Professional Accountable to;

ACCOTS Clinical Director – Dr Richard Browne and Main Employer Trust's Medical Director

Medical Staff

Consultants'- Intensive Care Medicine

Appointment

The appointment will be ideally for no less than 2PA's per week and as agreed by the ACCOTS Clinical Director, General Manager and associated Clinical and Managerial Leads at the applicants main appointing hospital.

Base

For your allocated PA's within ACCOTS, your normal place of work will be at Unit 10-12, Trent Industrial Estate, Willow Road, Castle Donington DE74 2NP. As Castle Donington is your permanent base within ACCOTS there will be no excess travel reimbursements required.

Background

Adult Critical Care Transfer Services (ACCTS) are [commissioned by NHS England](#) to provide regional coordination, triage, decision support and transfer care for critically ill patients who require transfer between hospitals. The term 'critical care' in this Job Description is used in line with the definition provided in the [NHS England Adult Critical Care service specification](#) and is commensurate with the care provided to patients in designated critical care areas within hospitals.

Patients require critical care transfer for the following reasons:

- **Escalation:** patients requiring specialist care not available in the referring hospital, including, but not limited to, burns, cardiac, interventional radiology, major trauma, neurosurgery, severe acute respiratory failure, stroke and vascular.

A small but important number of these patients are classified as time critical transfers.

- **Repatriation:** to maintain adult critical care flow and return patients closer to their home and family.
- **Continuation of Care:** transfer of patients to a facility or location that is better suited to provide their ongoing care but is not an escalation. This is usually a step down in the overall acuity of care.
- **Capacity:** transfer from areas of high to low operational activity to ensure equity of access to high quality critical care, as seen during periods of surge and super-surge.

Key Tasks

Duty Consultants are responsible for delivering the following operational elements of the ACCTS:

- **Triage, coordination, decision support**

For all referrals to the ACCTS, supporting referring and receiving hospitals and clinical team(s) to prioritise, maximise the utilisation of resources.

- **Supervision and delivery of clinical care**

Ensure each patient referred to, and transferred by, the ACCTS receives appropriate resuscitation, stabilisation and continued critical care. This may be by direct clinical care working as part of the transfer team and/or oversight and supervision of other clinical teams.

- **Teaching, training and continued professional development**

Support the induction, onboarding, signoff and ongoing training of all clinical staffing groups. Maintain continued professional development through attendance at regular education, training and governance days.

- **Governance and quality improvement**

Maintain personal knowledge and currency of systems, processes, Standard Operating Procedures and policies to ensure you operate safely and effectively and maintain high standards of care whilst working in the ACCTS. Active engagement with, and contribution to, the ongoing development and improvement processes of the ACCTS.

- **Leadership**

As the senior clinical leader of the ACCTS each shift, you are expected to act as an ambassador when interacting with service users and stakeholders. You are an exemplar of the values, behaviours and attitudes that the ACCTS upholds. There may be opportunities for additional leadership roles within the service, recruited on a separate basis.

Duties and Responsibilities of the post

- **Triage, coordination, decision support**
 - Act professionally at all times when interacting with service users.
 - Receive referrals, provide clinical and logistical advice where required, and allocate appropriate transfer resource or signpost alternatives when out of scope.
 - Follow service Standard Operating Procedures around referral handling and deployment and specialist clinical pathways.
 - Manage the tasking of clinical transfer teams.
 - Maintain high quality clinical records.
 - Undertake and engage with induction and maintenance training associated with referral handling, triage and decision support.
- **Supervision and delivery of clinical care**
 - Provide clinical leadership and support to the multidisciplinary transfer team.
 - Work collaboratively with the multidisciplinary transfer team and service users to develop and implement treatment plans for patients.
 - Ensure service and regional Standard Operating Procedures pertaining to clinical pathways, conditions and service operations are followed.
 - Ensure the safe, timely and efficient transfer of critically ill patients within the ACCTS operating region.
 - Recognise that shifts are unpredictable and that referrals and transfers may extend beyond the duty period.
- **Teaching, training and continued professional development**
 - Engage with day-to-day service education and training programme.
 - Support the induction and ongoing development of multidisciplinary transfer team members.
 - Contribute to service training days, as required.
 - Maintain personal competency and currency in the delivery of adult critical care.
- **Governance and quality improvement**
 - Maintain personal currency in the systems, processes, Standard Operating Procedures and policies of the ACCTS.
 - Assist in the development and maintenance of Standard Operating Procedures.
 - Attend and present cases at team Clinical Governance days.
 - Contribute to service quality improvement, audit and research programmes.
- **Leadership**
 - Be an ambassador for the ACCTS whilst handling referrals, interacting with service users and delivering clinical care.

- Demonstrate excellent non-technical skills, model the service values and behave in a professional manner at all times.

Job Plan

The job plan will be subject to annual review, with any revisions sought by mutual agreement but it is expected that the successful candidate will work with the CMG management team and ACCOTS Management team to ensure that services are delivered efficiently and reflect best practice with processes and governance to match - this may require new and flexible ways of working in the future.

Programmed Activities

ACCOTS on-call arrangements will be allocated at a later date upon agreement of PA's and job planning in line with associated trust requirements.

Supporting Professional Activity (SPA)

ACCOTS will contribute to SPA's dependant on the number of PA's agreed.

Mentorship / Appraisal and Revalidation

There is a mentorship scheme available for all consultant staff via the NHS Leadership Academy within UHL. This is designed to help and assist new appointees to settle into working within their new role.

The Trust also has the required arrangements in place, as laid down by the Royal College, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process. ACCOTS also has internal governance around annual appraisal and competency checks to provide doctors with as much support as possible.

Any Other Duties

This job description is not to be taken as an exhaustive list of duties and it may be reviewed in the light of changed service needs and development. Any changes will be fully discussed with the post holder. The post holder will be required to carry out the duties appropriate to the grade and scope of the post.

In order to ensure the Trust's ability to respond to changes in the needs of the service, after appropriate consultation and discussion with you (including consideration of personal circumstances current skills, abilities and career development) the Trust may make a change to your location, duties and responsibilities that are deemed reasonable in the circumstances

Safeguarding

University Hospitals of Leicester is committed to ensuring the safety and wellbeing of anyone subject to abuse or neglect. The Trust works in partnership with other agencies to promote the welfare of children and adults, and expects all staff to

cooperate with partners in any safeguarding enquiry / investigation. As part of this all staff are expected to act and report any cases where there is suspicion of abuse or neglect taking place, in accordance with local safeguarding policies and in accordance with UK law and values.

All staff are required to undertake safeguarding training in accordance to their roles and responsibilities, which will be outlined by your line manager on commencement of employment and then yearly through annual appraisal. Further information can be accessed via the Trusts safeguarding website or via the dedicated safeguarding teams.

GENERAL POLICIES, PROCEDURES AND PRACTICES

The post holder will be expected to comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.

HEALTH AND SAFETY

All employees are subject to the requirements of the Health & Safety at Work Act and prevailing Acts since. It is the post-holders responsibility to ensure they are familiar with all UHL Health and Safety related policies that apply to their workplace or work – practice. The post holder is required to ensure that as an employee, his or her work methods do not endanger other people or themselves.

DATA PROTECTION / CONFIDENTIALITY

In accordance with the Employer's privacy notice for employees, the Employer will hold computer records and personnel files relating to you which contain personal data. The Employer will comply with its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. The data the Employer holds may include employment application details, references, bank details, performance appraisals, holiday and sickness records, salary reviews and remuneration details and other records, (which may, where necessary, include special category data and criminal offence data relating to your health, data held for ethnic monitoring purposes, and regarding DBS checks). The Employer requires such personal data for personnel administration and management purposes and to comply with its obligations regarding the keeping of employee records. The privacy notice sets out the Employer's legal basis for processing your personal data. Your rights of access to this data are prescribed by law. You will familiarise yourself with the Employer's data protection policy which sets out its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. You must comply with the Employer's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation and only for the purposes of your work for the Employer. The Employer will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Employer's policies and procedures. If you have any queries about your

responsibilities in respect of data protection you should contact the Employer's Data Protection Officer.

EQUAL OPPORTUNITIES POLICY

All employees must comply with the Trust's Equal Opportunities Policy and in line with the Equality Act 2010, must not discriminate on grounds of age, disability, gender reassignment, race, religion or belief, marriage or civil partnership, pregnancy or maternity, sexual orientation or sex. Other grounds on which they should not treat unfavourably include trade union membership (or non-membership) or political

affiliation, or any other grounds which cannot be shown to be justifiable. others unfavourably include trade union membership (or non-membership) or political affiliation, or any other grounds which cannot be shown to be justifiable.

INFECTION CONTROL (REGISTERED HEALTHCARE PROFESSIONALS)

All healthcare professionals on a professional register are personally accountable for their standards of practice which must include compliance with the Trust's infection prevention 21 and control policies and guidelines. In addition all registered practitioners are expected to challenge non-compliance when observed to protect patients and promote patient safety. Local clinical leaders have a responsibility to maintain an organisational culture of vigilance through their role in supervising other staff.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

The post holder is responsible for safeguarding the interests of children and adults who they come into contact with during their work. To fulfil these duties post holders are required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating a safeguarding practice and to report and act on concerns that they may have. ELECTRONIC ROSTERING Our Electronic Rostering system is key to ensuring staff are in the right place with the right skills at the right time, to ensure we carry out this responsibility effectively; all UHL staff must adhere to the rostering standards and guidelines set out in the Electronic Rostering Policy, pertaining to their role.

SECTION 5: Person Specification

Appointment of: Duty Consultant for Adult Critical Care Transfer Service

CRITERIA	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
Commitment to Trust Values & Behaviours		
	Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours	
Qualifications / Training		
	- Full GMC registration with license to practise. - Specialist register entry in a relevant specialty (Intensive Care Medicine, Anaesthesia). - Demonstrable training, competency and currency (ongoing regular exposure) to the delivery of in-hospital critical care	- Higher qualification in retrieval/transfer medicine (e.g. Diploma in Retrieval and Transfer Medicine or international equivalent). - Formal training or postgraduate qualification in leadership and management. - Relevant specialist courses (e.g. Advanced Life Support, European Trauma Course, point of care ultrasound, difficult airway management).
Experience / Clinical Skills		
	- Compliance with GMC Good Medical Practice, appraisal and revalidation requirements. - NHS Consultant (or equivalent). - Experience in Intensive Care Medicine or Anaesthesia with an interest in Intensive Care Medicine. - Extensive experience within Intensive Care Medicine or Anaesthesia of independently assessing, resuscitating, stabilising and treating critically ill and injured adult patients (synonymous with Level 4 capability of the FICM curriculum and Stage 3 learning outcomes for Intensive Care within the RCoA curriculum).	- Previous critical care transfer and/or retrieval medicine experience in a dedicated service (e.g. another ACCTS, retrieval service in Australasia, long-distance aeromedical retrieval service). - Clinical leadership and management experience. - Evidence of specific training in non-technical skills - Evidence of specific training in advanced communication.

	• Excellent verbal and written communication skills. • Excellent non-technical skills. • Able to demonstrate effective leadership of, and working within, a high performing small team. • Flexible and adaptable to changing situations. • Able to work under pressure and in emotive situations. • Excellent problem-solving and decision-making skills. • Ability to work unsupervised and manage own workload. • Effective time management and organisational skills.	
Management		
	• Ability to work effectively as part of a multidisciplinary team and supervise juniors. • Experience of leading teams and awareness of leadership styles. • Ability to effectively organise, prioritise and manage clinical workload. • Understanding of wider health agenda and modern NHS. • Ability to work to overcome barriers to change (negotiating, influencing and persuasion skills). • Knowledge and understanding of clinical governance issues.	• Evidence of management and administration experience. • Management training on an accredited course. • Awareness of Service Development issues.
Communication Skills		
	• Demonstrable skills in written and spoken English that are adequate to enable effective communication with patients and colleagues. • To be empathic and sensitive; capacity to take others perspectives and treat others with understanding. • Highly Developed Emotional Intelligence	• Highly developed emotional intelligence • High standard of presentation both written and verbal • Demonstrable track record of successful change management • Proven ability to maintain focus in a demanding environment
Motivation		
	• Personal integrity and reliability. • Ability to motivate and develop both medical Staff and non-medical staff.	• Commitment to further develop the post and the service provided.
Audit/ Quality Improvement		
	• Effective participation in and a commitment to clinical audit. • Participation in a quality improvement programme • Experience of quality improvement work and audit	• Undergone training in teaching and willingness to organise relevant audit activities including quality improvement evidence • Completion of formal courses in Audit and quality improvement. • Published Audit including quality improvement.

Research		
	• Understanding and interest in research. • Ability to appraise research critically • Ability to supervise juniors undertaking research projects. • Evidence of recent research and development activity	• Publications in nationally and internationally recognised peer-reviewed journals on subjects relevant to the specialty.
Teaching		
	• Experience of and a commitment to training/ teaching undergraduate and postgraduates. • Appraisal and assessment skills. • Ability to assess clinical competencies • Enthusiastic and ability to inspire and lead others.	• Willingness to develop new approaches to teaching. • Post Graduate qualification in teaching and training.
Additional Requirements		
	• Fitness levels sufficient to carry out critical care transfer work (e.g. delivering clinical care to the patient on a critical care transfer trolley, carrying equipment short to medium distances, manual handling of patients). • Be comfortable working in the ambulance environment which includes confined space and motion.	
Equality & Diversity		
	• Able to demonstrate a commitment and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs.	

SECTION 6: Pre-employment Checks

Professional Registration

All persons appointed to the post are required to hold GMC / GDC registration with a licence to practice. In order to be a Consultant in the NHS you must also be on the specialist register.

Health Clearance

It is recommended that all new healthcare workers have checks for tuberculosis (TB) disease/immunity and are offered hepatitis B immunisation (with post-immunisation testing of response) and blood tests for evidence of infection with hepatitis C and HIV. Being free of infectious tuberculosis is mandatory. Checks for immunity to measles, mumps, rubella and varicella (chicken pox) will also be made and vaccination offered if immunity is not detected.

These standard health clearance checks will be completed on appointment. Managers should inform new workers that they must contact the OH department so the necessary arrangements can be made. Even if the new worker has had similar checks recently elsewhere, or has worked in UHL before, they will still need to attend for a review, unless these were undertaken at UHL as part of a current rotational medical appointment.

For healthcare workers who will perform exposure-prone procedures (EPPs), work in a renal unit*, or likely to practice in an exposure prone environment, *additional health clearance* must be undertaken. Additional health clearance includes testing or demonstration of satisfactory test results for:

- HIV
- Hepatitis B
- Hepatitis C

The exact standards that must be met are described in detail in the Public Health England document: *Integrated guidance on health clearance of healthcare workers and the management of healthcare workers infected with blood borne viruses (hepatitis B, hepatitis C and HIV) October 2017, or revisions thereof.*

**Workers in renal units only need to demonstrate satisfactory results for Hepatitis B.*

These additional checks should be completed before confirmation of an appointment to an applicable post, as the healthcare worker will be ineligible if they do not meet the required criteria. Those who refuse to have the required tests will not be given clearance to start work.

Disclosure and Barring Service

This post requires an enhanced disclosure by the Disclosure and Barring Service (DBS) as it is regulated by statute. Failure to disclose details if you are currently / or in the future the subject of police investigation / proceedings which could result in a conviction, caution, bind over order or charges is a disciplinary matter, and may result in dismissal.

To expedite the process the Trust will meet the initial costs of the disclosure which will be deducted from the individuals' salary over a three month period commencing on their first months payment.

Statement On The Recruitment Of Ex-Offenders

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, the University Hospitals of Leicester NHS Trust complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

The University Hospitals of Leicester NHS Trust is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview and appointment based on their skills, qualifications and experience.

A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, job adverts and job descriptions will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.

Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. At conditional offer stage, we ask applicants to complete a declaration form. This is only seen by those who need to see it as part of the recruitment process.

Unless the nature of the position allows the University Hospitals of Leicester NHS Trust to ask questions about your entire criminal record we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment. We will discuss any matter revealed in a Disclosure with the person seeking the position should a situation arise where we are required to withdraw conditional offer of employment. We have a specialist team who is available on hand to provide support and guidance on these matters.

There is a DBS Code of Practice details of which are available at: <https://www.gov.uk/government/publications/dbs-code-of-practice>

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

SECTION 7: Recruitment Services Contact Information

Recruitment Services Contact (Consultant Recruitment):

07977957295

Recruitment Services email (Consultant Recruitment):

uhl-tr.uhlconsultantrecruitment@nhs.net

Recruitment Services Address:

University Hospitals of Leicester NHS Trust
Knighton Street Offices
Level 3
Leicester Royal Infirmary
LE1 5WW



We are UHL



**University Hospitals
of Leicester**
NHS Trust