



The ICENI Centre

Applicant information pack

ICENI Centre International Fellowship in Anaesthetics & Critical Care

EAST SUFFOLK AND NORTH EAST ESSEX FOUNDATION TRUST

Message from the Chief Executive

Dear Colleague

Thank you for your interest in joining East Suffolk and North Essex Foundation Trust (ESNEFT).

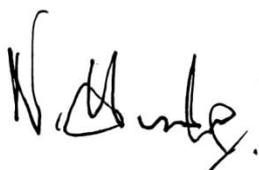
ESNEFT is an exciting newly formed NHS organisation. The partnership of Colchester and Ipswich Hospital in 2018 has seen the formation the biggest acute hospital in East Anglia, providing general acute services to over 1 million people.

We would like you to help us provide excellent healthcare for the communities we serve in East Suffolk and North Essex. Our teams run services from eight sites in Colchester and Ipswich hospitals and in the community.

To be the best, we need to attract and keep the best staff. Our size puts us in a strong position to grow, providing more of the latest services. Our scale provides exciting opportunities for development, innovation, research, education and training. Support from technology and logistics will help us see patients at the right time.

We have a simple philosophy: time matters. Time matters for our patients, their families and our staff. By focusing on time, we remove unnecessary stress and frustration to give our patients a better experience and to make sure you have more time to care and make the most of your skills.

Yours sincerely,



Nick Hulme

Chief Executive

Table of contents

Invitation to apply.....	4
About our Trust and Colchester	3
The Colchester Anaesthetic Department and Roles.....	4
Our Facilities.....	5
Job Description and Responsibilities.....	7
Person Specification.....	10
Example of Timetable.....	13
General Terms and Conditions.....	14

Invitation to apply

Applications are invited for this exciting opportunity to join an ICENI Centre International Fellowship in Anaesthetics at Colchester Hospital, part of East Suffolk and North Essex NHS Foundation Trust. This post would be suitable for applicants who are coming to the end of a recognised training scheme. It will be an opportunity to increase general anaesthetic experience prior to taking up a consultant post and allowing the applicant to develop, or further, an interest in a subspecialty of anaesthetics.

Contact details for discussion about the role:

Dr Hugo Boyce, Clinical Director (based at Ipswich site) hugo.boyce@esneft.nhs.uk

Dr Kate Gardner, Clinical Lead Anaesthetics kate.gardner@esneft.nhs.uk

Dr Ram Sreenivasan, Clinical Lead Critical Care Ram.Sreenivasan@esneft.nhs.uk

Our Trust

East Suffolk and North Essex NHS Foundation Trust was formed on 1 July 2018 from a merger of Colchester Hospital University NHS Foundation Trust and The Ipswich Hospital NHS Trust

We are an ambitious forward thinking NHS trust committed to providing excellent healthcare for the communities we serve in East Suffolk and North Essex. We have exciting opportunities for our staff - enabling them to develop their skills and interests in areas of particular interest, education, research and training. The scale of the trust means that we are in a strong position to develop acquire and develop state-of-the-art facilities and services.

Our Towns

Ipswich/Colchester Towns

Ipswich is a town in Suffolk county, set on a river Orwell. Easily accessible by frequent trains or drive from both Colchester and London. Ipswich is also situated on the waterfront, where you can enjoy proximity of the sea as well as various local amenities – shopping, cultural centres, museums (Christchurch Park with a 500-year-old Mansion and a Tudor kitchen). Ipswich can be reached from London in around an hour from Liverpool Street Station by train or an hour and a half if driving. Alternatively, a regular coach connection runs from Ipswich to London Victoria Station (66 miles). The nearest International airport is London Stansted (90 minutes by car). Harwich International Port for Ferry Travel is only 24 miles away (approx. 40 minutes by car).

Colchester Hospital is the other hospital, besides Ipswich Hospital, that's a part of East Suffolk and North Essex Foundation Trust. The oldest recorded Roman town in Britain, Colchester (named Camulodunum in Roman times) is situated close to the coast in East Anglia. Colchester has one of Europe's best Zoos.

Some of the very best state and independent schools in the country are to be found in both Ipswich and Colchester.

The Anaesthetic Department

Colchester Hospital, ESNEFT.

The Anaesthetic department is managed within the Surgical Specialities Directorate which is part of the Surgical Division.

We are an enthusiastic and friendly team of doctors who welcome new colleagues to join our forward-thinking, ambitious and sociable department.

The department comprises of a team of thirty one Consultant Anaesthetists, including nine Critical Care Consultants and three chronic pain Consultants. We have two Associate Specialists, a team of Specialty Doctors and trainees from the Foundation Programme and Eastern Region School of Anaesthesia.

Clinical Delivery Group: Anaesthetics and Critical Care

Divisional Director	Mr Matthew Tutton (both sites)
Clinical Director	Dr Hugo Boyce (both sites)
Clinical Lead Anaesthesia	Dr Kate Gardner
Clinical Lead Critical Care	Dr Ram Sreenivasan
General Manager	Mrs Melanie Newnham/Jade Rees
College Tutor	Dr P Jegenirabose
Rota Coordinator	Dr A Philip
Obstetric Lead	Dr C Williams
ICM Tutor	Dr S Cole

2 Associate Specialists
12 Specialty Doctors
2 Trust Grades
4 Specialist Registrars
10 CT and ACCS Trainees
2 Clinical Fellows
Regional Clinical Fellow
4 Foundation Trainees
2 Anaesthetic Associates
2 MTI Trainees

Secretarial Staff- Jane Barron and Nicola Nicol.

Our Facilities and Services

The department supports 17 operating theatres across three suites.

Equipment

All suites have dedicated Storz CMAC videolaryngoscopes, fiberoptic scopes and SonoSite ultrasound machines. There are also BIS monitors, non-invasive cardiac output monitoring, accelerometers and syringe drivers for TCI.

Main Theatres

Five theatres including a 24 hour dedicated emergency theatre. The other theatres in the suite are used for elective general, urology and vascular surgery.

In this suite, we have a dedicated hybrid theatre for vascular and interventional radiological procedures situated adjacent to recovery and the Critical Care Unit. This theatre has a large anaesthetic room to facilitate line insertion and regional anaesthesia, a built-in C-arm and mobile lead screens for radiation protection and a 'Haemochron' ACT machine.

We have three theatres integrated for laparoscopic surgery, one of these has recently had a DaVinci robotic system installed. This is currently used for major colorectal surgery, and will be utilised in future for both urological and gynaecological surgery.

Constable Theatre

Five theatres including a 7 day/week trauma theatre.

Most orthopaedic surgery occurs here, with 3 laminar flow theatres. Other specialties using this suite are breast surgery, ophthalmic surgery and gynaecology.

The Elmstead Day Unit has five operating theatres utilised by the surgical specialities of general surgery, ENT, gynaecology, urology, breast, orthopaedics, dental, plastics as well as cardioversions. There are two endoscopy suites, and a cardiac angiography suite. We also provide anaesthesia for electro-convulsive therapy at the nearby Mental Health Trust.

The Critical Care Unit has 13 beds providing care for both level 2 and level 3 patients. It is staffed by a team of ten Consultants with a dedicated separate on call rota. During the week the Main Theatre recovery suite supports overnight recovery for selected patients undergoing major surgery.

The Obstetric Unit has around 4000 deliveries per annum. There are two operating theatres for scheduled elective caesarean sections and emergency interventions. The caesarean section rate is approximately 30% with a 16% epidural rate. The unit has a dedicated video laryngoscope, ultrasound for block placement, a Level 1 warmer and access to cell salvage. We also schedule a monthly consultant led High-Risk Obstetric Clinic for complex cases.

The Pre-operative Assessment Unit is a centralised service supporting all surgical specialties (except paediatrics and obstetrics) and sees around 12,000 patients per year. This is a dedicated unit located in the Elective Care Centre with 'in-house' phlebotomy, ECG, spirometry and echocardiography services. There five consultant clinics per week which provide both notes reviews and face-to-face consultations. Our weekly COPES Clinic- 'Colchester Older Persons Evaluation for Surgery' is a joint clinic with an Consultant Geriatrician facilitating multidisciplinary care and shared decision making for our high risk cases. We are very proud of our pre-assessment service and team of very experienced nurses and have recently been recognised nationally for the work that we do.

Vascular Services The Five Rivers Vascular Network was created in July 2012 after the centralisation of vascular services from South Suffolk and North Essex onto one site at Colchester Hospital. It serves a population of 750,000 and carries out complex major vascular procedures including non-fenestrated and fenestrated endovascular and open aortic aneurysm repairs, carotid endarterectomy and distal revascularisations. There is a dedicated 24/7 interventional radiology service for emergencies. This service is supported by weekly Consultant-led vascular preassessment clinics seeing all major vascular cases, Consultant Anaesthetist attendance at vascular MDT and cardiopulmonary exercise testing for all patients requiring aortic surgery for non-occlusive disease

Paediatric surgery is provided across a range of surgical specialties including General Surgery, Urology, Orthopaedics, ENT, Dental and Ophthalmology for children over the age of one-year old. There is a dedicated paediatric surgical admissions unit and the majority of paediatric surgery takes place within the Elmstead Day Unit. We have approximately 1600 paediatric surgical cases per year. Specialist paediatric airway equipment including a paediatric video laryngoscope is available.

Future developments

- We are currently building a new interventional radiology suite at Colchester which is being equipped to facilitate general anaesthesia when required
- Approval has been given for an exciting new state-of-the-art elective orthopaedic centre (EOC) at Colchester and we are at the preliminary stages of planning and design. This will be a £44m build and will house approximately 50 beds and 6 operating theatres. All of the elective orthopaedic work from the region will be performed here. It is expected to open in 2022. The significant anaesthetic

involvement in the layout of the new theatres and the day surgery area will also ensure that separate areas are allocated for regional anaesthetics and nerve blocks.

Job description: duties and responsibilities

Job Title:	ICENI Centre International Fellowship in Anaesthetics
Grade:	Trust Registrar
Department:	Anaesthetics
Accountable to:	Medical Director
Reports to:	Clinical Lead
Location:	Colchester General Hospital

Clinical

The successful applicant will work under the supervision of consultants gaining experience and delivering anaesthetic care for elective and emergency cases. They will have the opportunity to work in Theatre and on Critical Care and Delivery Suite, where they will be exposed to a range of modern surgical and anaesthetic practices. The post holder will participate in a 1:8 on-call rota covering either theatres, critical care or delivery suite. They can expect to rotate throughout all areas for on calls during their placement. The rota is fully compliant with the European Working Time Directive. This post will start in 2022 and will be for period of 6 or 12 months.

The hospital offers anaesthetic experience for Laparoscopic Colorectal Surgery (including robotic surgery) Urology (including major cancers), ENT, Trauma and Orthopaedics, Vascular Surgery, Acute and Chronic Pain, Gynaecology, Breast surgery, Obstetrics, Critical Care and Perioperative Medicine with Pre-assessment. We also offer teaching and experience in performing regional block

The post holder will be able to participate in the department's active audit programme attending monthly meetings, participating in quality improvement activity and presenting local audits. There will be opportunity to be involved in local participation of national audits and

research studies. We encourage and mentor audit and poster submissions to regional and national meetings. Attendance at national meetings is supported and there are a number of excellent conferences to choose from such as the Annual Scientific Meetings of AAGBI, RCOA, OAA, DAS, FICM and EBPOM. There are weekly departmental trainee teaching sessions and the department has a SimMan model for teaching and training purposes. We employ two dedicated sim fellows and there is a high fidelity simulation suite at Ipswich (our sister hospital).

So far as is consistent with the proper discharge of the above duties, the post holder undertakes to deputise from time to time for absent colleagues, and exceptionally to perform additional duties in emergencies or unforeseen circumstances. Responsibilities will include the supervision of junior staff, teaching, training and participation in departmental governance and quality improvement meetings. There will be flexibility for the post-holder to work in different areas in order to pursue special interests.

The post holder will have on average 3 consultant supervised lists per week. They will be expected to complete work place based assessments. The post holder will have a named education supervisor and 6 monthly appraisals. These and other evidence of progression will be reviewed at the end of 12 months in an annual review of competence progression meeting.

The successful post holder is offered experience in all forms of General Anaesthesia with the exception of specialised paediatric, cardiac and neuro surgery. Colchester is a hub for vascular surgery and can provide intermediate training in vascular, orthopaedics, regional anaesthetics and obstetrics. We are recognised for intermediate training in intensive care medicine. Dr Stephen Cole is the ICM tutor.

The successful applicant will be expected to undertake a QI project and audits in an area of their interest, supported by a consultant and develop protocols and pathways. Weekly protected time is built in to the fellow's job plan to enable them to undertake projects and non-clinical activity. The post holder will be supported in undertaking fellowship examinations and developing their CV.

GENERAL

The post holder will:

- Work with colleagues to provide a service with the highest standard of care
- Work with the multi-professional team following care pathways and clinical guidelines
- Follow and maintain good working practices
- Will be allocated a clinical supervisor to act as mentor and to help the post holder to get the most out of this placement

DUTIES OF THE POSTS

Clinical:

Working relationship with all surgical specialties concerned with the Anaesthetic Directorate. Personal arrangements will be required to maintain a logbook and evidence of continuing professional development through an established appraisal system.

Administrative:

Involvement in Anaesthetic meetings of the Directorate and Audit

Teaching:

The post holder will be expected to participate in the departmental teaching program and deliver teaching to junior colleagues and the multidisciplinary team. The post holder will be expected to attend local teaching and training including regional simulation skills training and courses.

Research:

The post holder will be encouraged to submit abstracts and present at regional and national meetings.

Clinical Governance:

Comply with the Trust's Clinical Governance policy, including clinical risk management, data collection and regular departmental audit projects

Whilst at Colchester General Hospital there is an on-call commitment, which is a full shift working pattern. A full copy of the on call rota is available from Dr Parthipan Jegendirabose or Ms Jane Barron Anaesthetic Dept PA. A template pattern is demonstrated below. Flexibility on the exact placement of the clinical and simulation days will be negotiable but the delivery of a fixed commitment of long days and night shifts is required.

Log books are kept by all trainees and inspected at regular intervals to ensure all aspects of clinical experience that Colchester has to offer are being covered. The Intensive Care Unit is managed by the Anaesthetic staff and has dedicated 24 hour cover.

Person Specification

Entry Criteria	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> • MBBS or equivalent medical qualification • Provide evidence of postgraduate anaesthetic qualification(acceptable to RCOA) 	<ul style="list-style-type: none"> • Intercalated BSc, BA, BMedSci or equivalent • Higher degrees including MSc, PhD or MD (where research thesis not part of first medical degree) • Postgraduate qualifications achieved in other specialities
Eligibility	<ul style="list-style-type: none"> • Eligible for full registration with the GMC at time of appointment • Provide evidence of at least 3 years of anaesthesia training outside the UK and EU. 	
Fitness To Practise	Is up to date and fit to practise safely inc APLS/EPLS, current ALS or commitment to achieve within 6 months of commencing post	
Language Skills	<p>All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues. Candidates need to</p> <p>demonstrate knowledge of English by obtaining an overall score of 7.5 (with minimum scores of 7.0 in each section) in speaking, listening, reading and writing in the ‘Academic’ test of the International English Language Testing System (IELTS), or a minimum grade 'B' in each testing area (speaking, listening, reading and writing) in the Occupational English Test (OET). Please note IELTS and OET certificates are valid for only two years.</p>	Demonstrates adequate written and oral communication skills to manage the full range of patient interactions

<p>Health</p>	<p>Meets professional health requirements (in line with GMC standards/Good Medical Practice)</p>	
<p>Career Progression</p>	<ul style="list-style-type: none"> • Ability to provide complete details of employment history • Evidence that career progression is consistent with personal circumstances • Evidence that present achievement and performance is commensurate with totality of period of training 	<ul style="list-style-type: none"> • Up to two years additional training/ experience in a related specialty at ST1/ST2 level, for example: <ul style="list-style-type: none"> ○ Surgery ○ Medicine ○ Emergency medicine ○ Paediatrics ○ Obstetrics
<p>Clinical Skills</p>	<p>Clinical Knowledge & Expertise:</p> <ul style="list-style-type: none"> • Capacity to apply sound clinical knowledge & judgement • Able to prioritise clinical need • Evidence of safe solo anaesthetic practice for ASA 1 & 2 patients 	<ul style="list-style-type: none"> • Evidence supporting good manual dexterity and hand eye coordination. • Successful completion of relevant skills course(s) eg, BASICS, IMPACT, TEAM etc. or equivalent • Instructor status or nominated as instructor potential in life support courses as appropriate or equivalent • With reference to clinical experience, ability to undertake indirectly supervised lists and emergency care of ASA 1 and 2 patients for minor and intermediate surgical procedures
<p>Academic / Research Skills</p>	<ul style="list-style-type: none"> • Demonstrates understanding of the principles of audit & research 	<p>Research:</p> <ul style="list-style-type: none"> • Participation in research in medicine • Evidence of relevant academic & research achievements, e.g. degrees, prizes, awards, distinctions, grants, publications, presentations, other achievements <p>Audit: Evidence of active participation in audit in ST1 & ST2 or equivalent, relevant to anaesthesia, ICM and/or pain medicine</p> <ul style="list-style-type: none"> • Completion of audit cycle. • Presentation of completed audit project <p>Teaching:</p> <ul style="list-style-type: none"> • Evidence of participation in a teaching course or achievement of a teaching qualification

<p>Probity</p>	<p>Professional Integrity & Respect for Others:</p> <ul style="list-style-type: none"> • Capacity to take responsibility for own actions and demonstrate a non-judgemental approach towards others • Displays honesty, integrity, awareness of confidentiality & ethical issues 	
<p>Commitment to the speciality</p>	<p>Learning & Personal Development:</p> <ul style="list-style-type: none"> • Demonstrates interest and realistic insight into anaesthesia, intensive care & acute care • Demonstrates self-awareness & ability to accept feedback 	<p>Evidence of:</p> <ul style="list-style-type: none"> • Extracurricular activities/ achievements relevant to anaesthesia • Attendance at clinical simulation centre • Active involvement with The Royal College of Anaesthetists or equivalent • Affiliation to professional societies relevant to anaesthesia, ICM and pain management • Commitment to own progress in the speciality • Demonstrates self-learning approach to continued knowledge and skills acquisition • Demonstrates commitment to pursuing specialty training in the UoA applied for and an understanding of the NHS

Example timetable

Week	Mon	Tue	Wed	Thu	Fri	Sat	Sun
1	7:30 - 17:30	7:30 - 17:30	7:30 - 17:30	7:30 - 17:30	7:30 - 17:30		
2	7:30 - 17:30	7:30 - 17:30	7:30 - 17:30	7:30 - 17:30	7:30 - 17:30		
3		8:00 - 20:30			20:00 - 24:00	00:00 - 8:30, 20:00 - 24:00	00:00 - 8:30, 20:00 - 24:00
4	00:00 - 8:30		8:00 - 20:30	8:00 - 20:30			
5	20:00 - 24:00	00:00 - 8:30, 20:00 - 24:00	00:00 - 8:30		7:30 - 17:30		
6	8:00 - 20:30		20:00 - 24:00	00:00 - 8:30, 20:00 - 24:00	00:00 - 8:30		
7	7:30 - 17:30	7:30 - 17:30	7:30 - 17:30		8:00 - 20:30	8:00 - 20:30	8:00 - 20:30
8		7:30 - 17:30	7:30 - 17:30	7:30 - 17:30	7:30 - 17:30		

Duty details

Duty	Name	Type	Start	Finish	Days	Duration
A	Day Shift	Shift	7:30	17:30	1	10:00
B	Non Clinical Time	Study Leave	7:30	17:30	1	10:00
C	Long Day	Shift	8:00	20:30	1	12:30
D	Night Shift	Shift	20:00	8:30	2	12:30

Training and Postgraduate Education

Induction

An induction programme will be organised for you on commencement of the post. This will cover various aspects of anaesthetic practice in the UK and working in the NHS. (with specific reference to the trust). The ICENI Centre International Fellow will be paired up with a 'buddy' who will be a UK trainee registered with the RCOA.

General

There is a newly built active Doctor's Mess for relaxing and refreshment.

There is an excellent Postgraduate Medical Centre with a lecture theatre. The centre includes seminar rooms and a small but extensive library with very helpful staff on a site adjacent to Colchester General Hospital. The Library supplies books, journals, some interactive software and access to electronic bibliographic databases and journals.

Time will be allowed for the appointee to attend meetings etc. for the purposes of Continuing Medical Education.

The post-holder will be required to participate in programmes for teaching medical students and training junior doctors. It is expected that this will be an integral part of everyday clinical activity.

The post-holder will be required to keep himself/herself fully up-to-date with their relevant area of practice and to be able to demonstrate this to the satisfaction of the Trust. Professional or study leave will be granted at the discretion of the Trust, in line with the prevailing Terms and Conditions of Service, to support appropriate study, postgraduate training activities, relevant CME courses and other appropriate personal development needs.

General terms and conditions and information

Applicants for Trust registrar post must have full GMC registration with a licence to practice.

The post is covered by the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales).

Salary scale – as per current Whitley Council rates MN35 pay scale (Part-time staff will be paid pro-rata).

Annual Leave allowance is 27 days to be taken in week-long blocks unless agreed by the rota coordinator

Candidates will be required to complete a Health Statement and the Trust may require an officer to pass a medical examination as a condition of appointment.

Because of the nature of the work of this post it is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act, 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions, including those which for other purposes are "spent" under the provisions of the Act, and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information should be sent to the Trust Medical Director in an envelope marked for his/her personal attention and will be completely confidential and be considered only in relation to an application for positions to which the order applies.

'The Trust is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of medical colleagues' (Chief Medical Officer, December 1996). All medical staff practising in the Trust should ensure that they are familiar with the procedure and apply it.

Counselling

The incumbent's pastoral and professional supervisor will be his/her clinical supervisor, but where conflict might arise the Clinical Director will take his/her place or, when appropriate, nominate a non-medical counsellor.

Medical Negligence

The post-holder agrees to:

- Co-operate fully with The Trust and its Legal Advisors in the investigation of any Patient Complaint/Incident involving but not limited to any allegation of negligence or misconduct on the part of the post-holder.
- To provide The Trust, on request, with a full written statement concerning the said Patient Complaint/Incident.

Clinical Governance

The post-holder will participate in clinical governance activities, including clinical audit, clinical effectiveness, risk management, quality improvement activities as required by the Trust, and external accrediting bodies.

Management

The post-holder will be required to work within the Trust's management policies and procedures, both statutory and internal, accepting that the resources available to the Trust are finite and that all changes in clinical practice or workload, or developments requiring additional resources must have prior agreement with the Trust. He/she will undertake the administrative duties associated with the care of his /her patients and the running of his/her clinical department under the direction of the lead clinician and/or directorate chair.

Admissions Policy

The responsibility for identifying available beds rests broadly with the Administrator/On-Call Manager but the responsibility for allocating patients and agreeing which bed to use rests with the On-Call Doctor.

Hours of Duty

The post-holder should be prepared to perform duties in occasional emergencies and unforeseen circumstances. Commitments arising in such circumstances are however, exceptional, and the post-holder will not be required to undertake work of this kind for prolonged periods or on a regular basis.

Infection Control

Infection Control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trusts' Infection Prevention and Control Policies and make every effort to maintain high standards of infection control at all times thereby reducing the burden of Healthcare Associated Infections including MRSA.

All staff employed by the Trust have the following key responsibilities:

- Staff must wash their hands or use alcohol gel on entry and exit from all clinical areas and/or between each patient contact.
- Staff members have a duty to attend mandatory infection control training provided for them by the Trust.
- Staff members who develop an infection (other than common colds and illness) that may be transmittable to patients have a duty to contact Health & Wellbeing Department.

Amending the Job Description

It is expected that as the organisation develops and changes, it may be necessary to vary the tasks and/or the responsibilities of the post-holder. This will be done in consultation with the post-holder and it is hoped that agreement can be reached to any reasonable changes.

Confidentiality

The post-holder must at all times maintain complete confidentiality of the material and information that they handle. Any matters of a confidential nature, or in particular, information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The post-holder must respect patient named confidentiality in keeping with "Caldicott principles".

Data Protection

The post-holder must at all times respect the confidentiality of information in line with the requirements of the Data Protection Act. This includes, if required to do so, obtaining, processing and/or using information held on a computer in a fair and lawful way, holding data only for the specified registered purposes and using or disclosing data only to authorised persons or organisations as instructed.

General

The duties and responsibilities described in the Job Description are intended to be indicative but not exhaustive of the responsibilities of the post-holder. As the Trust develops, the requirements of the job may change and the post-holder is expected to adapt to these changes.

Equal Opportunity Statement

It is the policy of the Trust to provide equal opportunity in all employment matters regardless of gender reassignment, sexuality, marital or family status, disability, age, race, colour, gender, nationality, ethnic origin, creed or religion, faith or belief, marriage and civil partnership, pregnancy and maternity.