

## Job Description

**Associate Professor and Honorary Consultant in Infection (Microbiology)**

**Grade: Consultant Clinical Academic (£84,258 - £112,845 per annum inclusive London Allowance)**

**Department: Research Department of Infection, Division of Infection & Immunity**

**Location: Bloomsbury Campus, UCL and Department of Microbiology, UCLH**

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### Reports to

Academic Line Manager: Professor Robert Heyderman, Head of Research Department of Infection.

Clinical Line Manager: Dr Surjo De, Clinical Lead, Department of Clinical Microbiology, UCLH

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### Context

UCL is one of the top universities worldwide and was ranked first in the UK for research strength in the recent REF 2014. The Research Department of Infection within the Division of Infection & Immunity at UCL is a centre of world-leading research and teaching on infectious disease focused on advancing and integrating basic and clinical research to understand and overcome pathogens of global importance, and foster excellence and leadership amongst the next generation of scientists and doctors.

The University College London Hospitals NHS Foundation Trust delivers world class healthcare treatment, clinical research and teaching excellence to improve lives and help people thrive. This Clinical Consultant Academic position aims to link world-leading UCL strengths in infection to the diagnosis, cure and prevention of disease.

Based at UCLH partner hospital and the UCL Bloomsbury Campus, the postholder will be an experienced, talented, highly motivated individual with proven research experience and expertise relevant to clinical microbiology, antimicrobial stewardship, emerging infections, infection in immunocompromised patients, healthcare associated infection, or inclusion health. The post holder will hold a substantive contract at UCL, spending 50% of their time as a UCL academic and 50% of their time as an Honorary Consultant Infection specialist at University College London Hospitals NHS Foundation Trust (UCLH). The postholder will be expected to strengthen the delivery of the UCLH infection service through innovative service delivery, clinical research and training; fostering strong links with other UCLH clinical services.

An ability to deliver high quality undergraduate and postgraduate clinical teaching and training is essential.

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## **Main purpose of the job**

This is a strategically important senior clinical academic post which aims to take forward the vision of the Research Department of Infection within the Division of Infection & Immunity at UCL (<https://www.ucl.ac.uk/infection-immunity>), adding value to the clinical and research interests of the UCLH Infection Service, and the development of an Infection Research Theme within the NIHR UCLH Biomedical Research Centre (BRC).

The position is strongly aligned with the Research Department of Infection (RDI) translational research theme which takes novel approaches to diagnosis, risk stratification, treatment and vaccination, evaluates them through clinical observational studies, individual and population level clinical trials. The Research Department of Infection also has strengths in pathogen biology, bacterial genomics and immune regulation. We have excellent collaborative links with the UCL Faculty of Population Health Sciences. The postholder will have the exciting opportunity to harness the infection enthusiasm and expertise across UCL to help build a multidisciplinary research agenda within the Infection Division at UCLH.

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## **Duties and responsibilities:**

### **Research**

- Establish an independent research group to undertake high quality clinically relevant research
- Contribute to expansion of clinical infection research activities at UCLH and the development of an Infection Research Theme within the NIHR UCLH BRC.
- Have a strong commitment to academic excellence: that is, to the conduct of research, publication, teaching, enabling and other forms of knowledge transfer, at the highest levels of international achievement (<http://www.ucl.ac.uk/excellence/>).
- Secure grant income to support their research activities and publish high quality original research in peer-reviewed journals
- Attract and mentor clinical and non-clinical early career researchers
- Contribute to academic leadership within Research Department of Infection
- Develop collaborations with the other consultants in the Infection Division to enhance the department's NHS research portfolio
- Develop and provide oversight of the research portfolio of the UCLH Environmental Laboratory

### **Clinical Duties (UCLH)**

- Contribute to the provision of Infection Services based in the Department of Microbiology at UCLH, taking into account the successful candidate's areas of interest and expertise. This has a wide-scope and could include liaison to a wide range of specialist services with UCLH.
- Contribute to activities related to microbiology laboratory liaison, results validation and authorisation.
- Provide leadership within the general activity of the Department of Microbiology, e.g. clinical research, audit and quality improvement, antimicrobial stewardship, clinical supervision of junior doctors and attendance of the referrals desk, and clinical meetings
- The post holder will undertake 5 NHS Programmed Activities per week including direct clinical care, clinical research leadership, service development and educational supervision of junior doctors and clinical academics in training.

## Teaching & Training

- Develop and coordinate a modular postgraduate taught course aimed at clinical infection trainees (Microbiology, Virology & Infectious Diseases) and biomedical scientists
- Provide masters projects for Divisional courses and supervise PhD students
- Contribute to MBBS infection teaching
- Ensure that programme design and delivery comply with the quality standards and regulations of the University
- Undertake personal tutoring
- Develop and apply innovative and appropriate teaching techniques and material
- Contribute to the recruitment, bidding and supervision of Academic Clinical Fellows
- Contribute to the provision of post-graduate clinical and academic training for Academic Clinical Fellows, combined infection trainees and clinical scientists.

## Core behaviour

The successful candidate will be expected to meet UCL's expectations of core behaviours, as outlined in <http://www.ucl.ac.uk/hr/od/core-behaviours/index.php>

## Appraisal

The postholder will be subject to joint annual NHS and UCL appraisal by their clinical and academic line managers.

## Mentorship

Appropriate academic and clinical mentors will be identified to support the postholder, particularly for newly appointed group leaders and consultants.

## Other Duties

Any other duties appropriate to the grade of the role as required by the line manager or the Division Director. The activities and responsibilities above indicate the main duties of the post, which may be reviewed in the light of experience and developments within the UCL and UCLH Any review will be undertaken in conjunction with the postholder.

## Brief outline of post:

<b>Job Title</b>	Associate Professor & Honorary Consultant in Infection
<b>Division</b>	Infection & Immunity
<b>Research Department</b>	Infection
<b>Accountable to</b>	Professor Robert Heyderman Head, Research Department of Infection
<b>Number of UCL Programmed Activities per week</b>	5
<b>Based at</b>	UCL Bloomsbury campus

<b>NHS Job Title</b>	Honorary Consultant in Medical Microbiology
<b>Division</b>	Pathology
<b>Directorate</b>	Medicine
<b>Specialty</b>	Medical Microbiology
<b>Name of Line Manager</b>	Dr. Surjo De Clinical Lead for Microbiology

<b>Name of Responsible Officer for Revalidation</b>	Dr. Mary Falzon
<b>Number of NHS Programmed Activities per week</b>	5
<b>Location</b>	University College London Hospitals NHS Foundation Trust (UCLH)
<b>Manages</b>	Educational supervision for clinical and clinical academic trainees. Laboratory scientists in the environmental laboratory as appropriate.

### Further information and visiting

For queries about UCL or Division of Infection, please contact the following via email:

Professor Robert Heyderman [r.heyderman@ucl.ac.uk](mailto:r.heyderman@ucl.ac.uk)

Interested parties who would like further information or would like to visit the Infection team at UCLH should contact the following via email:

Dr Surjo De [surjo.de@nhs.net](mailto:surjo.de@nhs.net) Clinical Lead for Microbiology

Dr Sarah Logan [sarah.logan@nhs.net](mailto:sarah.logan@nhs.net) Clinical Lead for Infectious Diseases

Dr Michael Brown [Michael.brown18@nhs.net](mailto:Michael.brown18@nhs.net) Divisional Clinical Director for Infection Division

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# Person specification

Criteria	Essential or Desirable
<b>Qualifications, experience and knowledge</b>	
GMC Full and Specialist Registration with a current licence to practise	E
MRCP (or equivalent)	E
FRCPATH (or equivalent)	E
MD, PhD (or equivalent)	E
CCT (or within 6 months) in an Infection specialty (ID, Medical Microbiology) Or Equivalent training and experience (eligible for CESR)	E
Management qualification	D
Completion of training (or within 6 months) and extensive experience in Medical Microbiology/ Infectious Diseases	E
Experience in laboratory research and development	E
Consultant status in Medical Microbiology/ Infectious Diseases (or within 6 months)	E
Clinical leadership experience	E
Specialty interest in emerging infections, infection in immunocompromised, hospital acquired infection, or clinical trials	D
Experience of undergraduate and postgraduate teaching	E
Evidence of Innovation in Teaching	D
Formal Training Qualification	D
Active research profile and external recognition relevant to the field of clinical infection	E
Track record of publications as lead author in high quality peer-reviewed journals	E
Experience and track record in translational research	D
Track record of external research grant funding as Principal Investigator	E
Research programme or expertise that complements existing research strengths at UCLH	E
Experience in clinical trials development and management	D
Appreciation of the principles of Clinical Governance and their application in clinical service delivery	E
Commitment to implementation of the Principles of Research Governance	E
Evidence of involvement in multi-disciplinary audit	E
Experience of leading Quality Improvement	E
Formal audit training	D
<b>Skills and abilities</b>	
Demonstrates initiative, problem solving and decision making	E
Excellent interpersonal and negotiating skills	E
Able to organise and prioritise workload	E
Computer literate and excellent communication skills/verbal and written	E
Ability to develop good working relationships and work as part of a team	E

Criteria	Essential or Desirable
Practical experience in facilitating change	E
Involvement and commitment to continuing professional development of yourself and those you manage	E
Ability to develop and lead a research team and foster successful collaborations.	E
Ability to work on own initiative within an ever changing environment	E
Ability to represent the Department and UCL to external audiences	E
Proven record of obtaining competitive research funding	E
Ability to work flexibly in consultation with the academic and clinical line managers. Able to undertake duties at different premises including any University campus as required.	E
Training in interview and recruitment skills	D
Training in appraisal skills	D
<b>Personal attributes</b>	
Positively welcoming, actively respectful, clearly communicating and visibly reassuring	E
The highest ethical and professional standards in research, education and clinical practice and flexible attitude	E
Sensitivity to the needs of a multi-cultural community, including refugees	E
<b>General</b>	
Commitment to UCL's policies including Equal Opportunities and Race Equality policies	E
Expected to work outside of normal office hours as required.	E
Maintain an awareness and observation of Fire and Health & Safety Regulations	E
Awareness of the broader HE and NHS issues and the possible implications for the Programme/Department	D

## Appendix 1

### Appointment

The appointment will be made in accordance with UCL's Statutes and Regulations for Professors, Associate Professors and Teachers. Further details are available in the staff handbooks provided by UCL (available on request).

Appointment will be made at an appropriate level on the new Consultant Clinical Academic Contract based on the seniority indicated on the application form.

An Associate professor taking up their first NHS consultant level post will be appointed to the bottom point of the scale set out in Annex B – <https://www.ucl.ac.uk/human-resources/policies-advice/clinical-staff/clinical-staff-salary-scales/clinical-academics-annex-b> . Eligibility for additional pay thresholds and additional programmed activities, where agreed, will be paid in accordance with this table. Basic salary on commencement may be set higher than Threshold 1 subject to a successful claim supported by written evidence to reflect non-NHS consultant level experience and/or flexible training.

If the successful candidate already holds a NHS consultant-level post on the new Clinical Academic Contract they will be asked to provide written evidence of the date of transfer and seniority agreed in order to ensure pay progression in a timely manner. In this instance clinical academics will become eligible for pay thresholds as set out in Appendix A or B (depending on when they transferred/were first appointed to the scale) that can be accessed on [http://www.ucl.ac.uk/hr/ca/consultant\\_clinical\\_pay\\_appendix.php](http://www.ucl.ac.uk/hr/ca/consultant_clinical_pay_appendix.php) on the 1st of the month nearest the anniversary of their start date. Additional Programmed Activities, where agreed, will be paid according to this.

A successful candidate holding a consultant-level post who opted to remain on the “old” contract will ‘transfer’ to the new Consultant Clinical Academic pay scale (Annex B) on taking up this post based on the seniority indicated on the application form.

Appointment will be subject to Satisfactory pre-employment health screening by UCL and occupational health clearance from the relevant NHS Trust to ensure compliance with the Trust's infection control policies and associated health screening procedures and may require a 'research passport'.

### Terms and Conditions and Staff Benefits

Please follow the links in the advertisement for information on UCL Terms and Conditions for Academic Staff and Employee Benefits.

### Diversity in the Workplace

UCL recognises that in our society, individuals and groups are discriminated against both directly and indirectly on the grounds of: age, disability, ethnic origin, gender, HIV status, marital, social or economic status, nationality, religious beliefs, responsibility for dependants, sexual orientation, trades union membership or unrelated criminal convictions.

To counteract discrimination, UCL is committed to actively opposing all forms of discrimination, raising awareness and tackling the causes and consequences. It is committed to providing a learning and working environment in which the rights and dignity of all its members are respected and which is free from discrimination, prejudice, intimidation and all forms of harassment including bullying; to making staff and students feel valued, motivated and enabled to do their best work and to creating a safe, welcoming working environment accessible to all.

The need to continuously update and improve our knowledge and skills in regard to assuring diversity means that all our courses include and address relevant aspects of the diversity agenda as required.

The online training consists of a package called Diversity in the Workplace and provides essential, up to date information about Diversity in UCL. It takes about an hour to complete. Completion is a requirement for all new starters within 6 weeks of joining UCL; details will be provided with their contract of employment.

### Honorary Clinical Contract

An honorary Consultant contract will be awarded by the University of London Hospitals NHS Foundation Trust (UCLH) and this honorary contract will be governed by the Trusts' Terms and Conditions of service applicable to such honorary medical and dental appointments. See also Specific Conditions Relating to the Clinical Aspects of this post in Appendix 2.

## Job Plan

The job plan will be agreed between the successful candidate and the Clinical Lead for Infection and signed off by the Divisional Clinical Director for Infection.

There is an indicative Timetable/Programmed Activities in **Appendix 3, pages 13-14**.

**On Call ROTA** Consultant cover duties in Medical Microbiology with or without ID/tropical duties as appropriate. Some are associated with category A and some with Category B **on-call supplement**. The on call is non-resident and is supported by a ST3+ specialty trainee from the relevant specialty

As part of the Terms and Conditions of Employment post holders are required to complete an integrated job plan on an annual basis, which will set out their duties, responsibilities and objectives as agreed with both their UCL manager and a representative of the NHS partner Trust. The UCL Clinical Academic Job Planning Guide and Job Plan template can be accessed at: <http://www.ucl.ac.uk/hr/ca/>. Where a Clinical Academic undertakes privately remunerated work that has not been expressly agreed in the integrated Job Plan, they may be asked by either the NHS Trust or UCL to undertake one additional PA. Agreeing to undertake an additional PA, if asked to do so, will form part of the criteria for pay progression. If UCL offers an additional PA and this is accepted by the individual they will have the right to engage in private practice for personal gain. In the event that UCL does not offer the additional PA the Clinical Academic still has the right to engage in private practice for personal gain outside the integrated Job Plan.

## Private Practice for Personal Gain

Medical and dental staff may perform private clinical practice in accordance with conditions agreed by the Medical School, which are broadly in line with the University of London policy. (Full details are set out in the UCL Academic Staff Handbook.)

## Research Governance

The post holder will be expected to be familiar with the requirements of the Department of Health & Social Care (DHSC) and UCL research governance frameworks and to comply with all Trust's policies pertaining to research governance. This will include ensuring that all clinical research activities of the post holder are approved by the Trust and an appropriate ethics committee before commencement. This will also include meeting all the Trust research audit, monitoring and training requirements.

The DoH Research Governance Framework for health and social care can be found at:  
<https://www.gov.uk/government/organisations/department-of-health-and-social-care/about/our-governance>



## Appendix 2

### University College London (UCL)

UCL ([www.ucl.ac.uk](http://www.ucl.ac.uk)) is one of the top ranking universities in the world for research in medical sciences and clinical medicine.

#### About the Division of Infection and Immunity

Scientists in the Division of Infection and Immunity ([www.ucl.ac.uk/infection-immunity](http://www.ucl.ac.uk/infection-immunity)) conduct immunology, virology and microbiology research which aims to link fundamental laboratory research with the specialised clinical interests of hospital partners.

Our vision is to continue to evolve the Research Department of Infection (RDI) as a centre of world-leading research and teaching on infectious disease. To pursue this vision, we will advance and integrate basic and clinical research to understand and overcome pathogens of global importance, and foster excellence and leadership amongst the next generation of scientists and doctors.

The Research Department of Infection mission rests on a strong foundation of excellence and fundamental discoveries in three **inter-connected research areas**:

- a. **Pathogen Biology** – Discovery science aimed at understanding how pathogens work, how they transmit, interact with their hosts and interface with innate and adaptive immune systems. We use pathogens as discovery tools to understand human cell and molecular biology guided by the principles of evolution. The new information uncovered will help define new treatment and vaccination strategies for infectious and immune diseases.
- a. **Immune Regulation** – Molecular and cellular-level studies of how human pathogens activate, evade and antagonise host innate and adaptive immunity to viruses (HIV, HCV, HBV and SARS CoV-2) and bacteria (mucosal pathogens and TB). Exploiting these discoveries to inform understanding of pathogenesis and transmission, while identifying new opportunities for novel therapeutic targeting and improved clinical management.
- b. **Translational Medicine** – Integration of large scale clinical data with molecular, cellular and systems level investigations of pathogenesis and protective immunity in humans, focusing on HIV, Hepatitis B, mucosal bacterial pathogens and tuberculosis. Translation of basic science discoveries into first in man studies of novel approaches to diagnosis, risk stratification, treatment (including cell and gene therapies/ immunotherapies), vaccination and mitigating AMR, evaluated through individual and population level clinical trials.

The Division is one of 6 Divisions and Institutes in the Faculty of Medical Sciences, which in turn is one of 11 faculties within the University. For more information on the structure of UCL's academic faculties please visit:

[www.ucl.ac.uk/departments/faculties](http://www.ucl.ac.uk/departments/faculties)

**UCL School of Life and Medical Sciences (SLMS)** brings together four UCL Faculties to create one of the largest and most prestigious aggregations of academics in biomedical, life and population health sciences. The School has a global reputation for teaching informed by cutting-edge research. A full profile of the School can be found at: <http://www.ucl.ac.uk/slms/about-us>. In 2011, SLMS was restructured into four Faculties of (i) Brain Sciences (ii) Life Sciences (iii) Medical Sciences and (iv) Population Health Sciences. These structural changes have further enhanced the exceptionally strong base of research and teaching in biomedicine at UCL. In addition to its Faculties, the School also coordinates nine Research Domains (<http://www.ucl.ac.uk/slms/domains>), which are informal networks that bring together researchers regardless of their host Faculty. Colleagues engage in as many of the domains as are relevant to their area of research activity, encouraging interdisciplinarity across our School and beyond.

#### SLMS Faculties

- i. **UCL Faculty of Brain Sciences** (<https://www.ucl.ac.uk/brain-sciences/>) undertakes world-leading research and teaching in neurology and neural pathways, neuroscience, language, cognition, psychology and psychiatry. It takes an integrative approach to the study of mind and brain by focusing on the determinants of human perception, cognition, emotion and behaviour. We are recognised as world leaders in our fields and our work attracts staff and students from around the globe. UCL neuroscience has the highest level of ISI citations in Europe, and is ranked second

worldwide (behind Harvard), in the field of neuroscience and behaviour. The Faculty and its component parts create an outstanding and vibrant environment for study and research.

The Faculty of Brain Sciences comprises:

- **UCL Institute of Neurology** (Queen Square, WC1)  
<http://www.ucl.ac.uk/ion/>
- **UCL Institute of Cognitive Neuroscience** (WC1)  
<http://www.icn.ucl.ac.uk/>
- **UCL Institute of Ophthalmology** (Bath Street, EC1)  
<http://www.ucl.ac.uk/ioo/>
- **UCL Ear Institute** (Gray's Inn Road, WC1)  
<http://www.ucl.ac.uk/ear/>
- **UCL Division of Psychology & Language Sciences** (WC1)  
<http://www.ucl.ac.uk/psychlangsci/>
- **UCL Mental Health Sciences Unit** (Riding House Street, WC1)  
<http://www.ucl.ac.uk/mentalhealthsciences/>

- ii. **UCL Faculty of Life Sciences** (<http://www.ucl.ac.uk/lifesciences-faculty/homepage>) was founded in October 1990 and combines the strengths of UCL's basic biological and preclinical sciences. Some of the constituent research departments have long and distinguished histories that can be traced back to the early nineteenth century and the foundation of UCL. In January 2012 the School of Pharmacy (founded in 1842) merged with UCL to form a new division within the Faculty of Life Sciences, the UCL School of Pharmacy.

The Faculty has been associated with six Nobel Laureates. It presents an unrivalled environment for students and researchers in life science disciplines ranging from neuroscience to the biology of molecules, cells and organisms. Following the merger with the School of Pharmacy the Faculty has now extended the range of expertise and opportunities available to include drug discovery, formulation sciences and medicines use and health. Located in the heart of the UCL's Bloomsbury campus, it provides outstanding opportunities for research-led and research-based undergraduate and postgraduate study. The Faculty is home to over 500 graduate students studying on some of the UK's most prestigious PhD programmes.

The Faculty of Life Sciences comprises:

- **UCL Division of Biosciences** (incorporating the research departments of Genetics, Evolution and Environment; Neuroscience, Physiology and Pharmacology; Structural and Molecular Biology; and Cell and Developmental Biology)  
<https://www.ucl.ac.uk/biosciences/>
- **The UCL-MRC Laboratory of Molecular Cell Biology**  
<http://www.ucl.ac.uk/LMCB/>
- **The Gatsby Computational Neuroscience Unit**  
<http://www.gatsby.ucl.ac.uk/>
- **UCL School of Pharmacy**  
<http://www.ucl.ac.uk/pharmacy>

- iii. **UCL Faculty of Medical Sciences** (<http://www.ucl.ac.uk/medical-sciences/>) brings together UCL Medical School and five of UCL's Divisions and Institutes, creating a powerhouse of medical science research and teaching.

Staff in the Faculty undertake world-leading research and teaching in areas that range from viral oncology to connective tissue disease, and oral health. The Faculty and its component parts create an outstanding and vibrant environment for study and research.

The Faculty of Medical Sciences comprises:

- **UCL Medical School**  
<http://www.ucl.ac.uk/medicalschoo/>
- **UCL Cancer Institute**  
<http://www.ucl.ac.uk/cancer/>
- **UCL Eastman Institute**  
<http://www.eastman.ucl.ac.uk/>
- **UCL Division of Infection and Immunity**  
<http://www.ucl.ac.uk/infection-immunity/>
- **UCL Division of Surgery and Interventional Science**  
<http://www.ucl.ac.uk/surgicalscience/>
- **UCL Division of Medicine**

<http://www.ucl.ac.uk/medicine/>

- iv. **UCL Faculty of Population Health Sciences** (<http://www.ucl.ac.uk/populationhealth-sciences/>) brings together expertise in Child Health, Women's and Reproductive Health, Population Health, Global Health, Clinical Trials and Cardiovascular Science. Its aim is to deliver outstanding research and teaching for improved human health, and the unifying concept that informs its scholarship and educational activity is the life course.

The Faculty's research elucidates the biological, behavioural and psychosocial processes that operate across an individual's life, and across generations, that affect the development of disease in populations. This research informs undergraduate, postgraduate and vocational teaching.

The Faculty of Population Health Sciences comprises:

- **UCL Great Ormond Street Institute of Child Health**  
<http://www.ucl.ac.uk/ich/homepage>
- **UCL Institute for Women's Health**  
[http://www.instituteforwomenshealth.ucl.ac.uk/ifwh\\_landing](http://www.instituteforwomenshealth.ucl.ac.uk/ifwh_landing)
- **UCL Institute of Cardiovascular Science**  
<http://www.ucl.ac.uk/cardiovascular/>
- **UCL Institute of Epidemiology and Health Care**  
<http://www.ucl.ac.uk/iehc/>
- **UCL Institute of Global Health**  
<http://www.ucl.ac.uk/igh>
- **UCL Institute of Clinical Trials Methodology**  
<http://www.ctu.mrc.ac.uk/>

The Institutes represent each life-stage, from conception, birth, childhood, adolescence into adulthood, older age and death, and comprehensively address all these phases and periods, and the health variations associated with them at a population level. The Faculty also undertakes studies that inform the development of services, interventions and policies that address health disparities that occur as a consequence of exposures throughout the life course.

#### **Office of the Vice-Provost (Health)**

The Office of the Vice Provost (Health) is responsible for the external relationships in biomedicine both with NHS partners, including UCL Partners, other health care trusts and NHS London, and with a range of medical research organisations. [www.ucl.ac.uk/school-life-medical-sciences/about-slms/office-vice-provost-health](http://www.ucl.ac.uk/school-life-medical-sciences/about-slms/office-vice-provost-health)

#### **UCL Partners**

In 2008, a new academic health science partnership – known as UCL Partners (UCLP) – was formed, supporting over 3,500 scientists, senior researchers and consultants, with a combined annual turnover of around £2 billion. By pooling resources and expertise, UCL Partners, which together treats over 1.5 million patients every year, will be able to produce more world-class research in key areas, including cancer and heart disease, and deliver the benefits more rapidly to patients.

UCLP comprises five of London's biggest and best known hospitals and research centres:

- UCL (University College London)
- Great Ormond Street Hospital for Children NHS Trust (GOSH)
- Moorfields Eye Hospital NHS Foundation Trust
- Royal Free London NHS Foundation Trust
- University College London Hospitals NHS Foundation Trust

#### **The Francis Crick Institute**

An exciting addition to the UCL environment is the **Francis Crick Institute** (<http://www.crick.ac.uk>), a partnership between UCL, the Medical Research Council (MRC), Cancer Research UK, the Wellcome Trust, King's College London and Imperial College London. Since 2015, the Institute is a leading centre of biomedical research, focusing on interdisciplinary approaches to the biology of human health and disease.

The state-of-the-art facility occupies a site next to London's St Pancras station, a few minutes' walk from UCL's main Bloomsbury campus, UCL Hospital, Great Ormond Street Hospital and Queen's Square. The facility houses ~1,250 scientists, including existing staff from Cancer Research UK's London Research Institute and the MRC's National Institute for Medical Research.

UCL will be seconding staff to the Institute. Selection for secondment will be undertaken in partnership with the Director of the Francis Crick Institute and will be based on scientific excellence and fit with UCL's strategic aims, to maximise the Institute's potential for innovation and for translation of discoveries into patient benefit. It is also likely that UCL will host staff from the Francis Crick Institute in complementary areas of science, creating further opportunities for UCL staff to relate to this exciting development.

## Appendix 3

### University College London Hospitals NHS Foundation Trust (UCLH)

University College London Hospitals NHS Foundation Trust (UCLH) is one of the most complex NHS trusts in the UK, serving a large and diverse population. In July 2004, we were one of the first NHS trusts to achieve Foundation Trust status.

We provide academically-led acute and specialist services, to people from the local area, from throughout the United Kingdom and overseas.

Our vision is to deliver top-quality patient care, excellent education and world-class research. We provide first-class acute and specialist services across eight sites:

- University College Hospital (incorporating the Elizabeth Garrett Anderson Wing)
- National Hospital for Neurology and Neurosurgery
- Eastman Dental Hospital
- Royal National Throat, Nose and Ear Hospital
- Royal London Hospital for Integrated Medicine
- University College Hospital Macmillan Cancer Centre
- University College Hospital at Westmoreland Street
- The Hospital for Tropical Diseases

We are dedicated to the diagnosis and treatment of many complex illnesses. UCLH specialises in women's health and the treatment of cancer, cardiac, infection, neurological, gastrointestinal and oral disease. It has world class support services including critical care, imaging, nuclear medicine and pathology.

### Clinical Board

The Medicine board incorporates the specialities of Medical Specialties, Infection and Infection Control, Critical Care, Outpatients, Pathology, Integration, Emergency Services, Pharmacy, and Therapies led by the Medical Director.

### Divisions

Led by a Clinical Director & Divisional Manager, supported by a Deputy Divisional Manager, Matron & General Manager, the UCLH **Division of Infection** includes the inpatient and outpatient infectious diseases & tropical medicine services. This is centred around the Hospital for Tropical Diseases (HTD) which is the national referral centre for tropical medicine. Other key elements in the Division include the Dept of Infection Prevention & Control, the Find & Treat service and the NaTHNaC travel advice centre. The clinical infectious disease services is a national referral service managing patients with community-acquired infections from North London, inpatients with conditions related to their HIV infection, complex infections in patients with other forms of immunocompromised, patients requiring long-term intravenous antibiotics at home (OPAT service), as well as tropical and other parasitological conditions, a pre-travel clinic and an open access returning traveller clinic.

The Infectious Diseases Service shares ward T08 with the respiratory and rheumatology firms. There is also a dedicated out-patient department at Mortimer Market and an emergency walk in clinic run by trainees with consultant oversight. HIV patients received their outpatient care with a different Trust but during inpatient admission are managed by the Infectious Diseases team.

The service is delivered by a range of clinical staff, including consultants many of whom are also academics at UCL or LSHTM, trainees, clinical nurse specialists and others. There are strong academic relationships with both universities and opportunities for collaborative research

The Clinical Microbiology and Clinical Virology departments, which sit within the **Division of Pathology**, provide a liaison to the diagnostic laboratory, while providing clinical teams in the various hospitals that make up UCLH NHS Foundation Trust with clinical advice and antimicrobial stewardship input. The departments work with the teams in Infection Prevention and Control as well as Infectious Diseases and Parasitology to provide a comprehensive Infection Service.

### **Postgraduate Training**

The Clinical Microbiology and Infectious Diseases departments form the largest centre for specialty training in within the 'Bloomsbury Infection Training Hub,' which is part of the London Deanery. It is also committed to supporting research through links with University College London as well as general activity within the department.

### **Environmental Research Laboratory – Elizabeth Garrett Anderson Building**

The Environmental Research Laboratory employs 4 scientists as well as PhD and MSc students on project work. The Laboratory has been part of the Infection Control department since 2009 and its finances are managed by UCLH Research and Development. As well as providing pseudomonas and legionella water testing services, the laboratory takes an active interest in research in the field of infection control microbiology and antimicrobial resistance with a view to produce academic literature and present at local/national conferences. Collaborations range from academic grants to commercial/Industry funded projects. Previous work includes biocidal/sporicidal efficacy validation, to ward trials of new decontamination technologies; clinical diagnostic trials; validation of rapid ID systems for microbiology; equipment and building design and testing of novel antimicrobial surfaces and technologies. The postholder will develop and provide oversight of the laboratory and has the opportunity to engage in clinical aspects of the trials associated with the laboratory and obtain funding for further studies. For up to the first two years, Professor Peter Wilson will be available in an advisory capacity to help with transition.

### **Main Duties and Responsibilities**

**The postholder will be expected to deliver clinical care, clinical research, laboratory support, service development and training aligned with their area of expertise and the service needs of the Department of Microbiology.**

Dr Surjo De is the Clinical Lead for Microbiology and reports to the Divisional Clinical Director for Pathology, Dr. Mary Falzon.

**On Call ROTA** Consultant cover duties in Medical Microbiology are associated with category A, low frequency (1:9 or fewer) **on-call supplement**. The on call is non-resident and is supported by a ST3+ specialty trainee from the relevant specialty

### **MAIN DUTIES AND RESPONSIBILITIES OF THE NHS POST**

#### **Principal Clinical Duties of this Post**

To provide a 0.5 WTE Consultant Infection Specialist who will:

- Share in the provision of the clinical and diagnostic infection services to the Trust. This includes:
  - Participating in the clinical duties of the department of Microbiology (daily duty and out of hours on call rota on a pro-rata basis).
  - Supporting the Infection Prevention and Control Department, where appropriate
  - Participating in service development and policy review
  - Participating in the department's governance activities
  - Contributing to the development and delivery of new services
- Contribute to recruitment, bidding and supervision of Academic Clinical Fellows in the dept
- Contribute to the current provision of MBBS infection teaching.
- Contribute to the provision of post-graduate clinical and academic training for clinical and clinical academic trainees

- Collaborate with the other consultants in the department to enhance the department's NHS research portfolio with a particular focus on translational research activities that address the emerging clinical needs of our patient population.

## Job Planning

### Indicative job plan

The job plan will consist of 5 Academic Programmed Activities (PAs) provided by UCL and 5 Clinical PAs, provided by UCLH. It is intended that the post holder will work approximately 4PAs DCC and 1 SPA per week when annualised. The job plan will be agreed between the postholder, the clinical lead and the academic lead but can use the model of periods on and off clinical service in order to allow for concerted periods of service development and protected academic time. This includes time for continuing professional development (CPD) and revalidation which will be supported and are expectations of this post.

<b>NHS Direct clinical care (DCC)</b>	<b>4 PAs</b>
Clinical duty (Annualised)	2.50
Specialist service clinical/laboratory and clinical research delivery	0.75
MDT Ward Rounds/Clinical Meetings	0.25
Weeknight and weekend on call	0.50
<b>NHS Supporting programmed activities (SPA)</b>	<b>1 PAs</b>
Revalidation/CPD/Research admin	0.50
PGME - teaching, training, ES, CS, interviews, education lead (ST, FY2)	0.25
Departmental management meetings	0.25
<b>TOTAL</b>	<b>5 PAs</b>

Indicative Timetable (working may be in blocks of time rather than weekly schedules)

Day		Description	SPA/DCC or Academic	Type of Work / PAs
Monday	am	Clinical duty (Annualised)	1 PA	UCLH
	pm	Clinical duty (Annualised)	1 PA	
Tuesday	am	Clinical duty (Annualised)	0.75 PA	UCLH
	pm	Specialist service clinical/laboratory/research MDT with other specialities	0.75 DCC 0.25 DCC	UCLH
Wednesday	am	Revalidation/CPD/research admin PGME Departmental Management Meetings	0.50 SPA 0.25 SPA 0.25 SPA	UCLH
	pm	Academic work	1 academic	UCL
Thursday	am	Academic work	1 academic	UCL
	pm	Academic work	1 academic	UCL
Friday	am	Academic work	1 academic	UCL
	pm	Academic work	1 academic	UCL
On CALL		Weeknight and weekend on call (Category A) unpredictable, low frequency (annualised)	3% supplement	UCLH
		Weekend predictable clinical work	0.25 DCC	UCLH

		(Sat; annualised)		
		<b>TOTAL</b>	<b>10 PA</b>	

### **Administrative Support**

The consultant will be provided with their individual office space in including computer facilities (with both NHS and UCL access) and telephone extension.

The office accommodation is based at the UCLH site. There is a divisional PA and an associated administrative team providing administrative support. There is a library and postgraduate education department on site.

### **Appraisal and Revalidation**

Consultants will be supported through annual appraisal and 5 yearly revalidation cycle by the Division and the Medicine Board

### **Study Leave**

The study leave allocation is 10 days per annum. There is an allowance each year (current £800/ year subject to change) for all consultants/staff grades/associate specialists working either maximum or part-time sessions.

### **General Responsibilities**

#### **Infection Control**

Infection control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trust's Infection Prevention and Control policies and procedures and the Health Act (2006) Code of Practice for the prevention and control healthcare associated infections and make every effort to maintain high standards of infection control at all times thereby reducing the risk of Healthcare Associated infections.

It is the duty of every member of staff to take personal responsibility for the prevention and control of infection, as laid down in the Trust's policies and procedures which reflect the statutory requirements of the Hygiene Code.

- To work in close collaboration with the Infection Control Team.
- To ensure that monitoring of clinical practice is undertaken at the agreed frequency.
- To ensure that the ward environments are cleaned and maintained to the highest standards; ensuring that shortfalls are rectified or escalate as necessary.
- To ensure that all relevant monitoring data and issues are provided to the Directorate's Governance structures.
  - To ensure that all staff are released to attend infection control-related educational sessions and staff with specialist roles, e.g. link practitioners, are released to undertake their duties.

### **Specific Conditions Relating to the Honorary Clinical Contract**

#### **Health and Safety at Work**

The post holder is required to:

- Take reasonable care for the health and safety of themselves and other persons who may be affected by their actions or omissions at work.
- Co-operate with the employer in ensuring that all statutory and other requirements are complied with.

#### **Confidentiality & Data Protection**

The post holder has a responsibility to comply with the Data Protection Act 2018 and maintain confidentiality of staff, patients and Trust business.

If you are required to process information, you should do so in a fair and lawful way, ensuring accuracy is maintained. You should hold information only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose.

You should disclose information only to authorised persons or organisations as instructed. Breaches of confidentiality in relation to information will result in disciplinary action, which may include dismissal. Employees are expected to comply with all Trust policies and procedures and to work in accordance of the Data Protection Act 1998. For those posts where there



is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training (e.g. HISS induction, organising refresher sessions for staff when necessary.)

### **Conflict of Interest**

The Trust is responsible for ensuring that the services for patients in its care meet the highest standards. Equally, it is responsible for ensuring that staff do not abuse their official position, to gain or benefit themselves, their family or friends.

### **Equality and Diversity**

The Trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job related needs of all staff working in the Trust are recognised. The Trust aims to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of gender, marital status, domestic circumstances, age, disablement, ethnic or national origin, social background or employment status, gender orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job.

All staff are responsible for ensuring that the Trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

### **Vulnerable Groups**

- To carry out responsibilities in such a way as to minimise risk of harm to children, young people and vulnerable adults and to promote their welfare in accordance with the Children Act 2004, Working Together to Safeguard Children (2006) and No Secrets guidance (DH 2000).
- To demonstrate an understanding of and adhere to the trust's child protection policies.

### **No Smoking**

The Trust implemented a No Smoking Policy, which applies to all staff. Staff contravening this policy will be subject to disciplinary procedures.

### **Standards of dress**

All staff are expected to abide by the Trust's guidance on standards of dress.