

**Saving lives,  
Improving lives**



**Northern Care Alliance**  
NHS Foundation Trust



# Consultant Obstetrician and Gynaecologist with special interest in High-Risk Obstetrics

**Candidate information pack**

April 2024



# Welcome

## Thank you for your interest in this post.

Obstetrics and Gynaecology at Oldham, Rochdale and Bury serves a large and diverse population. Our vision is to deliver the highest standard of care and support, for mothers, babies and families across the region.

There are currently 26 consultants in Obstetrics and Gynaecology working in the unit. The main provision is at Royal Oldham Hospital, which has a £44m women and children's facility that includes a major purpose-built four storey building. There is a single Consultant Led Obstetric Delivery Unit (CDU), Midwifery Led Birth Centre, antenatal ward, postnatal ward and maternity triage service at the Royal Oldham Hospital. The obstetric unit supports a Tier 3 neonatal service caring for newborn babies as premature as 22 weeks. The CDU is supported by antenatal clinics at both the Royal Oldham and Rochdale sites. There are specialist antenatal clinics covering a wide variety of interests including maternal medicine, foetal medicine, pre-term clinic, mental health, multiple pregnancies, diabetes and the Rainbow (pregnancy after loss) clinic. A variety of specialist midwives support the service across these specialist clinics.

This provides an excellent environment for development of medical skills and special interests in a variety of areas including fetal medicine and high risk pregnancy under the guidance of an inspiring/committed team. In addition, the service is a training facility for medical students rotating through their Obstetric and Gynaecology placement, FY1 and FY2 doctors, GP trainees and Specialty Training Doctors completing their training with the North West School of Obstetrics and Gynaecology. The unit offers a variety of Advanced Training Specialty Modules such as benign gynaecology, oncology, labour ward lead, colposcopy and foetal medicine.

There are therefore many opportunities to get involved with training and teaching and opportunities to sit on the regional ARCP panels.

The unit is passionate about tackling inequalities in healthcare. As a large unit serving some of the most deprived areas of the United Kingdom, O&G at Oldham and Rochdale is well placed to drive forward real change in these areas. In 2022 the NCA Maternity Improvement Programme (MIP) was launched to enable the Trust to achieve its vision of providing high quality, reliable maternity services, delivered by happy and valued colleagues that have the trust and confidence of our local communities. Workstreams were established with each one identifying and delivering key improvement initiatives across a wide range of areas including safe staffing, training, clinical governance, data, people & culture and listening to our communities. Maternity notes have been completely digitised through adopting the Badgernet Digital Maternity System ensuring clear, continuous patient care between the different health practitioners that our patients will meet. As a result of the improvement programme, the NCA now has one of the lowest stillbirth and HIE (hypoxic-ischaemic encephalopathy) rates in Greater Manchester.

There has never been a more exciting time to join a large and very active O&G department, committed to real change, driving forward culture, showing leadership in tackling inequality, all within a framework of transforming our community experiences for the better.

If you share our desire to create a healthier world, please contact our recruitment partners, Isobel Harrop at [iharrop@hunter-healthcare.com](mailto:iharrop@hunter-healthcare.com) or by phone on 07566766706

### **Dr Annabel Dieh**

Obstetrics Clinical Director  
Northern Care Alliance

# About us

**The Northern Care Alliance (NCA) is an NHS Foundation Trust formed by the joining together of Salford Royal NHS Foundation Trust (SRFT) and The Pennine Acute Hospitals NHS Trust (PAT).**

Our aim is to deliver more co-ordinated, safe and sustainable health services across four places – Salford, Oldham, Bury and Rochdale. We bring together over 20,000 expert NHS colleagues to serve over 1.3 million people in Greater Manchester and the North West.

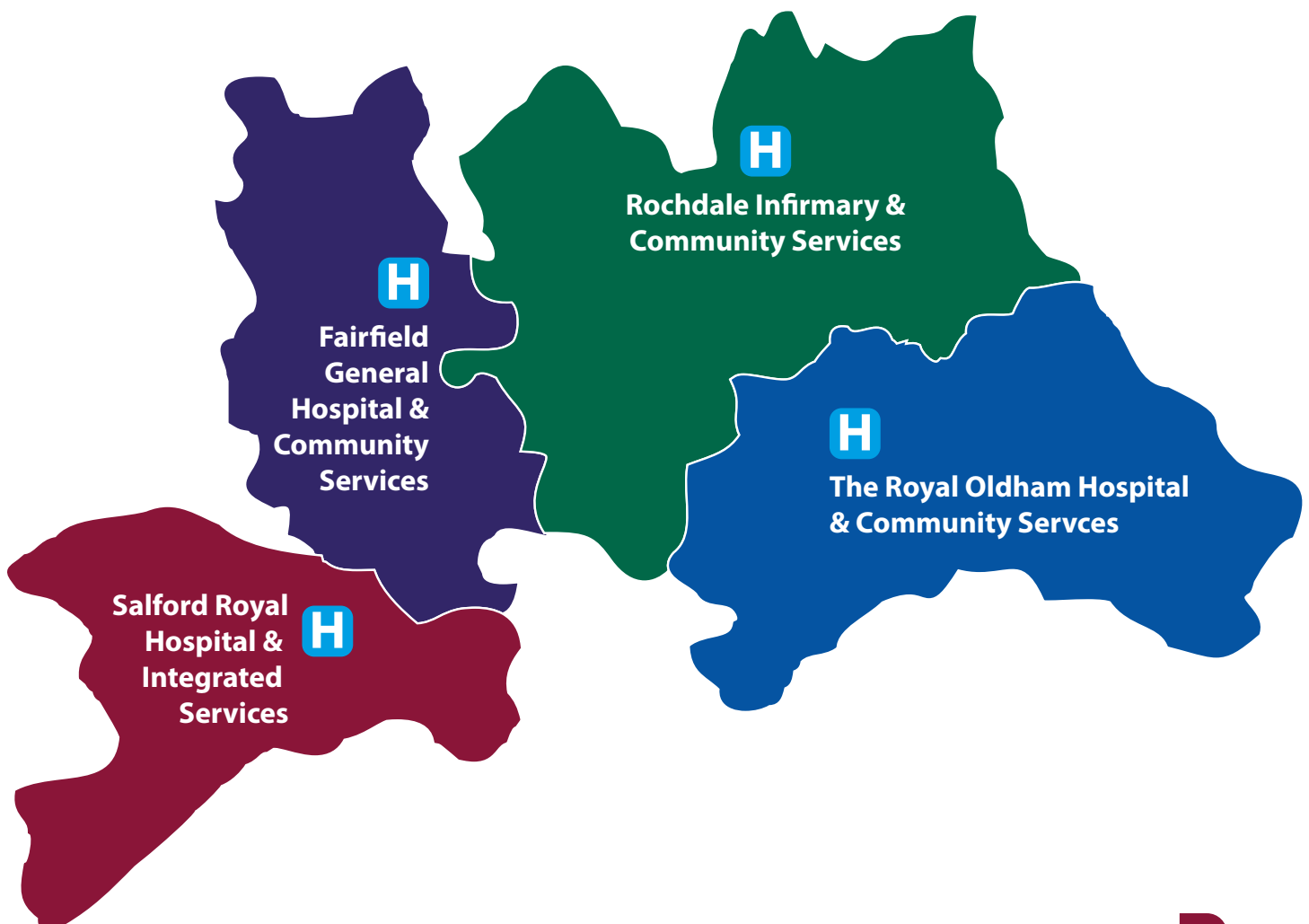
As one of the largest NHS organisations in the country, we play to our combined strengths in order to consistently deliver first-class health and social care to our communities.

At the NCA, we are creating a place where innovation, excitement and immediacy live. Where everyone can make an impact and a name for themselves.

The NCA unites four local hospitals, community and social care services to deliver high quality care across the North of Greater Manchester.

Our size provides the benefits of scale but delivers this locally through multiple hospital sites and community services make up four Care Organisations – Salford, Oldham, Bury and Rochdale.

In addition, we have a Care Organisation for our Diagnostic and Pharmacy Services. The Care Organisations are supported by a number of corporate services.



# The Trust in numbers 2022/23

1,300,000



POPULATION  
SERVED

2,000



BEDS IN FOUR  
HOSPITALS

45,000



SURGICAL  
PROCEDURES

1,000,000



OUTPATIENT  
APPOINTMENTS

£1.66 bn



ANNUAL INCOME  
(2023/4)

20,000



STAFF

# Vision and strategy

At the start of 2022 the NCA launched its 10-year strategy, Vision10. Vision10 sets out what we intend to achieve in the next 10 years. Our mission, vision and ambitions, which underpin that strategy, are set out below:

## VISION

### OUR MISSION

#### Saving Lives, Improving Lives

We have a shared purpose and are committed to improving safety and effectiveness, giving an excellent experience, and promoting inclusion and equality.

### OUR VISION

Safest and most effective organisation

Excellent outcomes and experience

Improve health and tackle inequalities in all our places

The place where people want to work

### OUR AMBITIONS

#### Population Health

Improving Population Health in all our Places, working with Partners



#### Our People

Caring for and Inspiring our People



#### Improving Quality

Improving Quality-safety, experience, outcomes



#### Transforming Performance

Improving Performance – meeting and exceeding standards



#### Supporting Development

Supporting Social and Economic Development in all our Places



#### Financial Sustainability

Financial sustainability – of our Organisation and Places



# Our values

Our values provide us with the behaviours we respect and can commit to, and by living our values through our everyday interactions, we can build a stronger, more resilient, and forward-thinking organisation, guiding us to achieve success and make a positive impact on how we deliver our services.

## Care

We listen and treat each other with kindness. In your role you will be expected to:

- **Shape and maintain an inclusive culture of empathy and respect.**
- **Make decisions that have people at the forefront.**
- **Deliver safe, reliable, high-quality performance in our Obstetric service.**
- **Collaborate to learn and improve processes.**

## Appreciate

We value and respect each other's contribution. Therefore you will:

- **Recognise value, and express appreciation for the contributions of our colleagues, partners, patients, service users and communities,**
- **You will openly acknowledge their contribution, collaboration and feedback.**

## Inspire

We speak up and find ways to be even better. To meet this quality you will:

- **Act with integrity and honesty.**
- **See and notice, ask and listen, decide and act.**
- **Learn from and with each other.**
- **Feel ownership for what we do.**
- **Be developed, empowered, and trusted to be our professional best.**
- **Make decisions that make a difference.**

**CARE APPRECIATE INSPIRE**  
**Be the difference.**

Find out more [here](#).

# Equality, diversity and inclusion

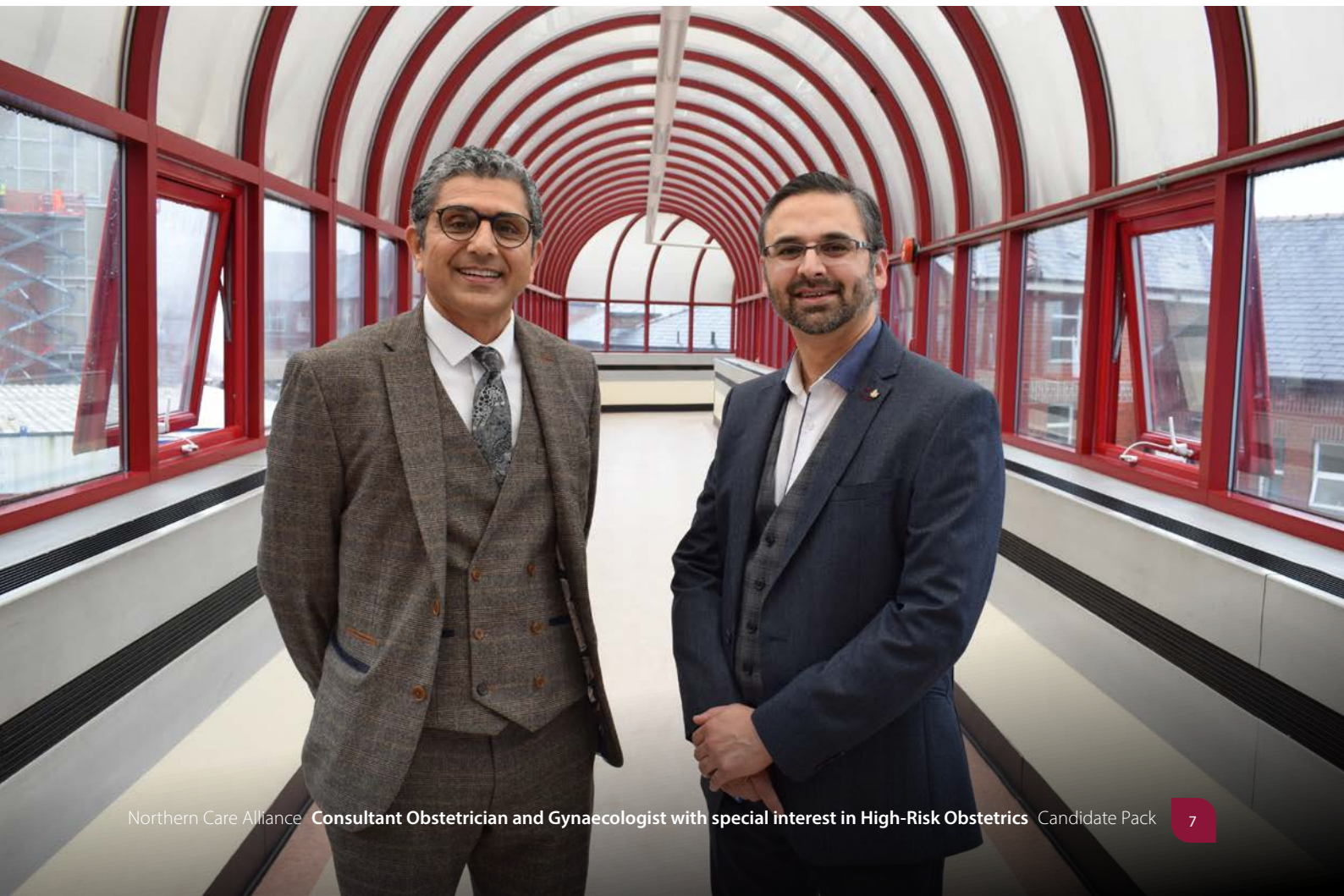
Inclusion is a value that is lived through not just our words but our actions and the culture we create right across the NCA. We appreciate the value of empowering our staff to feel able to bring their whole selves to work and see the diversity of our workforce as a strength that enables us to achieve the high ambitions we set.

Unlocking the talents of all our colleagues and working to break down the structural inequalities that have existed across public services for many years plays a vital role in ensuring the care we provide is at the highest quality for all our patients and that our impact is felt out across the diverse communities we serve. We are proud to be included within the Top 50 most Inclusive UK employers and while we have much to celebrate we are continually working to raise the bar to ensure inequalities are never a barrier to our patients, carers, staff or volunteers.

## Equal Opportunities

The Trust very much welcomes applications from disabled candidates and as a Disability Confident Employer and in line with the Equality Act 2010, we will make reasonable adjustments to support disabled applicants and colleagues.

The Trust is committed to a policy of equal opportunity. All colleagues and applicants will be considered on their merits and will not be discriminated irrespective of gender, marital status, sexual orientation, social class, race, ethnic origin, colour, nationality, national origin, religion, disability, age, or gender re-assignment or is disadvantaged by working conditions or requirements which are not relevant to performance.



# Additional links

## Important Links

Should you require any further information about the NCA, our hosted services or the localities we serve, please follow the links below.

- [NCA 2022/23 Annual report](#)
- [NCA 2022 Staff Survey Results](#)
- [CQC Report](#)
- [Equality, Diversity and Inclusion](#)
- [Leadership Teams and Structures](#)
- [Our services](#)
- [Our career website](#)
- [Loop Magazine – latest issue](#)
- [Our news](#)
- [Our website](#)
- [Maternity Services – Royal Oldham, Rochdale Infirmary](#)
- [Gynaecology Services – Royal Oldham](#)
- [all4maternity.com](#)





# Job description

<b>Job Title:</b>	Consultant Obstetrician and Gynaecologist with special interest in High-Risk Obstetrics
<b>Grade:</b>	Consultant
<b>Terms &amp; Conditions:</b>	Consultants (England) 2003
<b>Contract:</b>	Permanent / 10 PA
<b>Directorate/Service:</b>	OCO Perinatal Division and Family division
<b>Accountable To:</b>	Divisional Medical Director
<b>Responsible To:</b>	Clinical Directors of Obstetrics and Gynaecology
<b>Base Location:</b>	Royal Oldham Hospital
<b>On-Call Requirement:</b>	The postholder will participate in the resident on call rota with the frequency of one fixed weekday night every five weeks and split weekend nights roughly every 10 weeks; in addition to obstetrics and gynaecology on call cover during the day. On call requirements may be subject to change in response to the changing needs of the service.

## Values

Three values are at the heart of our organisation:

**Care, Appreciate** and **Inspire**.

Our values and behaviours define what's important to us as we work alongside each other and with our patients and service users. They also shape what it feels like to work at the NCA and will be central to your development and performance conversations. Together, we will create a culture where care, appreciation and inspiration thrive.

## Job Summary

We are seeking a skilled and passionate consultant with special interest in High Risk Obstetrics to join a team of dedicated consultants at the Royal Oldham Hospital.

You will play a vital role in further expand the Complex Pregnancy service at Royal Oldham Hospital. You will work within the setting of the Complex Pregnancy team, contributing to looking after women with previous pregnancy complications, multiple pregnancy, suspected fetal anaemia, fetal growth restriction and abnormal placentation.

You will provide clinical lead and help facilitate the training and development of the annual maternity MDT mandatory training programme. The successful candidate will also assist in the follow-up of obstetrics bereavement care, and provide leadership in antenatal, intrapartum, and postnatal care.

Sessions will also be allocated for gynaecology outpatient clinic and operating session as set-out in the indicative job plan for candidates who would like to maintain gynaecology practice. Candidates will be able to develop special interest clinics if their interest aligns with the service needs of the gynaecology directorate. The elective theatre sessions are allocated in annualised manner and the candidate will be expected to deliver 21 sessions in 12 months.

The postholder will participate in the resident on call rota with the frequency of one fixed weekday night every five weeks and split weekend nights roughly every 10 weeks, in addition to obstetrics and gynaecology on call cover during the day. There is an expectation that applicant will be flexible and be able to work with other colleagues to deliver safe care.

The Royal Oldham Hospital receives specialty trainees from the Northwest Deanery and Medical Students from University of Manchester. Training and supervision to our consultants of the future is of utmost importance and as such, the candidate is expected to have the relevant experience in supervising and training junior doctors, as well as medical students.

You will also participate in quality improvement and clinical governance activities. In addition, you are responsible and are expected to keep your mandatory training and appraisal up to date.

### Facilities and Service Provision

The Northern Care Alliance (NCA) serves a population of 800,000 within the Oldham, Rochdale and Bury areas and provides a service from four hospitals – Royal Oldham, Fairfield General, Rochdale Infirmary and Salford Royal Hospitals with referrals received from the community teams, GPs, and other hospital consultant colleagues.

The Perinatal and Family Divisions provide a full range of Obstetric, Neonatal, Gynaecology and Paediatric services, both on an inpatient and outpatient basis. The bulk of the maternity work is based at The Royal Oldham Hospital with satellite clinics at Rochdale Infirmary.

The delivery suite is based at Royal Oldham Hospital with a birth rate of approximately 5000 per year and an adjoining Level 3 Neonatal Intensive Care Unit. A full complement of Obstetrics inpatient and outpatient services are provided at the Royal Oldham Hospital, including a complex pregnancy unit (comprises fetal medicine service, preterm birth clinic, placenta clinic, complicated multiple pregnancy and Rainbow clinic), maternal medicine clinics (hypertension, diabetes, epilepsy, endocrine and haematology) and perinatal mental health clinic. The team works closely with the regional tertiary networks and hospitals in Manchester and Liverpool.

There are excellent collaborations with supporting teams including anaesthetics and theatre teams, neonatologists, gynaecology, primary care, general surgery, and other sector providers. Regular MDT meetings are also conducted between different specialties.

There are comprehensive diagnostic modalities including MRI/CT and PACS with digital imaging. Essential laboratory facilities are available at Fairfield General and Rochdale Infirmary with a centralised laboratory at the Royal Oldham Hospital. The maternity unit had also introduced the use of electronic patient record system in 2023 which interfaces with radiology and laboratory reports.

The NCA's management structure aligns the divisional and directorate structure into 4 Care Organisations (Oldham, Bury, Rochdale and Salford). Each Care Organisation consists of a Chief Officer, Medical Director, Nursing Director, Director of Finance, and a HR Director. Each Care Organisation is then divided into Divisions which further subdivide into Directorates. There is a clear management structure in each of the division and directorate. The maternity directorate is under the umbrella of Perinatal Division, whilst the gynaecology directorate is under the umbrella of Family Division.

The management team for the Perinatal Division comprises of:

- **Divisional Director of Operations**  
Mr Andrew Gardner (interim)
- **Clinical Directors for Obstetrics**  
Dr Annabel Dieh
- **Director of Midwifery**  
Faith Shiels
- **Clinical Director for Neonatology**  
Dr Anitha Vayalakkad
- **Directorate Manager**  
Natalie Hildreth

The management team for the Family Division comprises of:

- **Divisional Director of Operations**  
Kate McKenna
- **Divisional Clinical Director**  
Dr Morag Preston
- **Clinical Director for Gynaecology**  
Dr Gaity Ahmad
- **Directorate Manager**  
Kate Hurst

## Key Role and Responsibilities

### Communications and Relationships

The postholder will be expected to have excellent communication skills and will interact with nursing staff, medical staff from other specialities and allied health professionals in addition to other members of the medical and managerial team. Both written and verbal communication will be expected to meet these high standards.

### Analytical and Judgmental Skills

The postholder will be expected to provide expert service or advice, always acting in a professional manner and knowing their own limitations. The postholder will consider, assess, and manage potential risks when making decisions that impact upon patients, colleagues and their organisation. The postholder will review and interpret complex information in order to make evidence-based decisions.

### Planning and Organisational Skills

The postholder will be expected to contribute to some of the management tasks of the Department. The nature of this will be dependent on previous and current experience and interests. There may be opportunities to develop a business plan in conjunction with the management team.

### Responsibility for Patient Care

The postholder will have continuing responsibility for the care of patients in their charge, will undertake the administrative duties associated with the care of patients and the running of the clinical department.

The postholder will be required to work in partnership with colleagues of all disciplines, to establish external links to the Trust and service users and to ensure the creation of a high-quality service. The postholder will be expected to commit to shared goals in the department by building effective teams and partnerships; and valuing the roles and contributions of others.

The postholder will supervise the work of junior colleagues and provide advice and support as necessary to reduce risk and maintain quality of care provided. It is expected that the postholder will understand the importance of raising concerns through clinical governance systems.

### Responsibilities for Human Resources

The appointee will be expected to provide leadership to his/her clinical teams as required. These may include multi-agency teams within Primary and Secondary Care. The postholder will be responsible for the supervision of junior staff in their specialty. There will be a requirement to participate in postgraduate and multi-disciplinary teaching.

### Clinical and Educational Supervision and Personal Development

We aim to support the personal development of all our doctors, whilst maintaining a working environment where patient safety is paramount. A key element is ensuring high quality clinical and educational supervision.

The Northern Care Alliance offers many opportunities for further personal and career development, including leadership training for consultants. There are active postgraduate medical education departments who provide support with learning and development.

Access to relevant study leave will be available, subject to the approval of the clinical directors.

The postholder will be required to participate in undergraduate teaching, post graduate teaching for foundation and specialty trainees. It is expected that the postholder will become a clinical and educational supervisor (with GMC recognised training). The postholder must remain up to date with mandatory training. There are opportunities for involvement in audit and quality improvement.

All consultants have one SPA for continuous professional development (CPD) identified within their job plans; and another may be agreed with the CD for development of service/ or leading a service.

The postholder will participate in the annual appraisal process where development plans will be identified.

# Job Plan & working arrangements

## Consultants and SAS Doctors only

- The post is substantive with a minimum of 10 programmed activities (PA). The specifics of the job plan are negotiable according to the interest of the postholder but are aligned with the service needs of the department.
- A formal job plan will be reviewed between the appointee and the Clinical Directors, after the commencement date of the appointee. The exact timetable will be flexible, arranged in discussion with the appointee ensuring that it meets the requirements of the new Consultant contract and service needs of the Division.
- The job plan review will take place annually in accordance with Terms and Conditions of Service.
- The Job Plan will be a prospective agreement that sets out the Consultant's duties, responsibilities, and objectives for the coming year.
- The successful candidate will be expected to work with his/her colleague to manage their workload according to their job plans. Consultants are expected to provide cover for each other during annual leave and study leave. This includes the supervision of the junior staff, supporting them in patient management.
- Provision of emergency obstetrics and gynaecology cover will be as depicted in the indicative job plan.

## Indicative Job Plan

**This is an example job plan. SPA activities will be discussed on commencement in post. Review of duties will be carried out within first six months in post.**

Activity	No. of PAs	
Admin	1.0 PA	DCC
ANC and High Risk AN Clinic (with option to scan)	2.0 PA	DCC
Labour Ward daytime (including twilight) /CS List/ Gynaecology on call	2.5 PA	DCC
Bereavement Care (one clinic a month)	0.25 PA	DCC
Resident night on call – one weeknight every 5 weeks and split weekend nights once every 10 weeks	1.7 PA	DCC
Gynaecology clinic – alternate week	0.5 PA	DCC
Gynae Theatre (day case or / in-patient) – annualised to 21 sessions in 12 months	0.625 PA	DCC
Maternity MDT Education Lead	0.50 PA	SPA
CPD	1.0 PA	SPA
Non-Resident on-call (predictable)	0.3 PA	DCC
	Total PAs	10.375
	Non- resident On Call Supplement	3%

# Person Specification

	Essential	Desirable
<b>Qualifications</b>	<ul style="list-style-type: none"> <li>● MRCOG or appropriate specialist qualification</li> <li>● Relevant CCT or equivalent ("equivalence" must be confirmed by PMETB/GMC by the date of the AAC)</li> </ul>	
<b>Professional Registration</b>	<ul style="list-style-type: none"> <li>● Entry onto the GMC specialist Register or eligibility for entry within 6 months of the date of the AAC</li> </ul>	
<b>Knowledge, Training &amp; Experience</b>	<ul style="list-style-type: none"> <li>● Clinical training and experience in general obstetrics equivalent to that required for a UK CCT</li> <li>● ATSM in High Risk Pregnancy</li> <li>● ATSM in Advanced Labour Ward Practice</li> <li>● Knowledge of risk assessment</li> <li>● Evidence of service development</li> <li>● Experience of supervising junior medical colleagues</li> </ul>	<ul style="list-style-type: none"> <li>● ATSM Advanced Antenatal practice</li> <li>● Intermediate Obstetrics USS module</li> <li>● ATSM in benign abdominal surgery OR demonstrable experience to manage elective / emergency gynaecology lists OR ATSM acute gynaecology and early pregnancy</li> <li>● Evidence of management and administration experience</li> <li>● Interest in research publications relevant to obstetrics</li> <li>● Interest in medical education</li> <li>● Completed special skills modules appropriate to the post</li> </ul>
<b>Skills &amp; Abilities</b>	<ul style="list-style-type: none"> <li>● Ability to manage other staff/ understanding of audit systems</li> <li>● Understanding of Clinical Governance issues</li> <li>● Good leadership skills</li> <li>● Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses and other agencies verbally and in writing.</li> <li>● Enthusiasm and ability to work under pressure</li> <li>● Good organisational and management skills</li> <li>● Ability to work within a multidisciplinary team</li> <li>● Caring attitude to patients</li> </ul>	<ul style="list-style-type: none"> <li>● Evidence of management and administration experience</li> </ul>

# Living our Values

All colleagues are expected to demonstrate the NCA Values and underpinning behaviours as daily habits in your work and daily role.

Values	Behaviours (I will...)
<b>CARE</b> We listen and treat each other with kindness.	<ul style="list-style-type: none"><li>● Provide the highest standard of care, with compassion and kindness.</li><li>● Communicate clearly, actively listen and be person centred.</li><li>● Seek to understand and empathise.</li><li>● Collaborate to deliver services that are safe and give confidence in our care.</li></ul>
<b>APPRECIATE</b> We value and respect each other's contribution.	<ul style="list-style-type: none"><li>● Recognise and openly acknowledge how we all make a difference.</li><li>● Value and respect others and share in celebrating our successes.</li><li>● Treat people fairly, notice, champion and positively appreciate diversity.</li><li>● Provide constructive feedback to support growth and development.</li></ul>
<b>INSPIRE</b> We speak up and find ways to be even better.	<ul style="list-style-type: none"><li>● Have a voice and act with integrity and honesty.</li><li>● Make time to learn, share and find new ways of working.</li><li>● Be positive, be open to change and empower others.</li><li>● Work with my team and other teams to agree and deliver best outcomes.</li></ul>

# Appendix

**The below details all the standard Trust requirements which must be incorporated within the role.**

## Communications and Relationships

You will be required to work in partnership with colleagues of all disciplines, external links to the Trust and service users, to ensure the creation of a quality service.

You will be expected to commit to shared goals in the department by building effective teams and partnerships and valuing the roles and contributions of others.

## Resource Management

You will be required to ensure that services are delivered within agreed parameters. Any external duties that impinge on Programmed Activities you may wish to be included in your job plan must be agreed with the Clinical Manager at least one month in advance, where practicable. We have a standard six week notice period for the cancellation of clinical activities. Standard annual leave notification is in line with Trust policies and the leave year is from 1st April.

## Teaching and Education

Northern Care Alliance plays an important role in the education of medical students. The successful candidate will participate in undergraduate teaching. This can include assisting in problem-based tutorials; providing regular clinical skills teaching; acting as an educational supervisor to students during special study modules and research options projects; teaching in the clinical skills laboratories and offering other teaching according to the demands of the curriculum and the interests of the appointee.

There will also be a requirement to participate in postgraduate and multi-disciplinary teaching and provide wider supervision and guidance to trainees in the directorate.

## Delivering Service

You will be expected to take a lead role in ensuring delivery of a quality service, which will include:

- implementing and ensuring compliance Trust and national policies and procedures.
- reviewing and allocating resources appropriately
- reviewing and managing progress and improvement within the area.

The postholder will be required to ensure that services are delivered within agreed parameters. The postholder will be expected to contribute to the ongoing improvement of the clinical service (and to the academic performance of the Trust).

## Annual Leave and Cover Arrangement

Annual leave is taken within the exigencies of the service and in accordance with the terms and conditions of service applicable to the post.

## Clinical Audit

You will be expected to participate in clinical audit on a regular basis.

## Personal Development

You are responsible for maintaining your own continuous professional development. You will be expected to work towards continuous professional improvement, in line with service needs and changes in medical practices. The Trust retains an obligation to assist professional development as far as possible, subject to service need.

## Contractual Commitment

You will have continuing responsibility for the care of patients and for the proper functioning of the service and will undertake the administrative duties associated with the care of patients and the running of the clinical department. If you do not undertake your contractual obligations then this will be seen as a breach of contract, and as such action may be taken under Trust policies and procedures.

## Infection Prevention

Employees will adhere to all Trust Infection Control policies and procedures which are relevant to the post and undertake any appropriate mandatory training. All colleagues will ensure that advice is sought from the infection control team as required and appropriate action is taken to minimise cross infection.

## Safeguarding

The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all employees and volunteers to share this commitment. You will be expected to fulfil your mandatory safeguarding training at the level applicable to this role.

## Health and Safety

Employees must act in accordance with the Health & Safety at Work Act 1974, and subsequent legislation, under which they must take reasonable care to avoid injury to themselves and to others who may be affected by their work activities. Employees are required to co-operate with the Trust in meeting statutory requirements. Employees must not intentionally or recklessly interfere with, or misuse anything that is provided in the interest of the health, safety and welfare of colleagues, patients, and the general public.

## Confidentiality and Data Protection

Employees are required to uphold the confidentiality of all records held by the Trust, whether patient records or trust information. Unauthorised disclosure of any confidential information, or that covered by the Data Protection Act may result in disciplinary action.

## Equality and Diversity

All colleagues are required to understand the equality and diversity commitments and statutory obligations under the Equality Act 2010. You must act in ways that support Equality, Diversity, and Inclusion (EDI) and recognise the importance of people's rights in accordance with legislation, policies, frameworks, procedures, and good practice.

Colleagues must recognise and report any behaviour that undermines equality under Trust policy and further EDI activity by:

- eliminating discrimination, harassment and victimisation
- advancing equality of opportunity between people who share a protected characteristic and those who don't
- fostering good relations between people who share a relevant protected characteristic and those who don't
- understanding the impact of policies, services and practice on people with different protected characteristics

## Code of Conduct

Colleagues that have a national Code of Conduct are expected to adhere to that Code and failure to do so could result in disciplinary action being taken. Colleagues who do not have a regulatory body are expected to conduct themselves in a professional manner and in line with the Trust values and policies at all times.

## Leadership and Development

We believe our colleagues play a vital role in delivering excellence, and that everyone has the ability to demonstrate leadership and make a difference. As a member of our team, we expect you to live the NCA values Care, Appreciate and Inspire through your daily habits, to improve outcomes for patients, customers and service users across the system. In return we provide a range of development opportunities that help you to realise your potential and reach your professional best.

As you join us, you are required to attend our Corporate Induction, complete the Trust's mandatory training and participate in the NCA Accelerated Leader Development Programme if you are in a leadership or management role. Your annual My Time appraisal conversation helps to continually review your contribution and ongoing priorities through your Personal Development Plan, informed through a wide choice of development available to you.

## Flexibility

This job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time, in discussion with the postholder. This job description is intended to provide a broad outline of the main responsibilities only. The postholder will need to be flexible in developing the role with initial and ongoing discussions with the designated manager.



# How to apply

**We want our team to include people with a broad spectrum of lived experience and are keen to attract candidates who can bring diverse perspectives. We welcome expressions of interest from the widest possible range of backgrounds, particularly those who are underrepresented at Consultant level in the NHS.**

The closing date for applications is **12 May 2024**.

Applications should include:

- A **covering letter** explaining why the appointment interests you, how you meet the appointment criteria and what you specifically would bring to the post.
- A **Curriculum Vitae (CV)** with education and professional qualifications and full employment history. Please include daytime and evening telephone contact numbers and e-mail addresses. The CV should include names and contact details of three referees. References will not be taken without your permission.
- Alternatively, you can apply through NHS Jobs or Trac jobs.

The NCA is a Disability Confident Employer and will offer an interview to any disabled people who meet the essential criteria for these roles. If you are disabled and want your application to be considered under these arrangements, please confirm in your covering letter.

All applications should be sent to: **apply@hunter-healthcare.com**. All applications will be acknowledged on receipt.

For an informal conversation about the posts, please contact Isobel Harrop at our recruitment partners, Hunter Healthcare by email: **iharrop@hunter-healthcare.com** or phone: 07566766706

## Key dates:

EVENT	DATE
<b>Application deadline</b>	12 May 2024
<b>Shortlisting</b>	w/c 13 May 2024
<b>Interviews</b>	TBC

Saving *lives*,  
Improving *lives*



# Northern Care Alliance

NHS Foundation Trust



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168-173 High Holborn, London WC1V 7AA

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E: [enquiries@hunter-healthcare.com](mailto:enquiries@hunter-healthcare.com)