THE QUEEN ELIZABETH HOSPITAL

JOB DESCRIPTION

JOB TITLE: Consultant Microbiologist
SALARY SCALE: S5:S4:S3:S2
DEPARTMENT: Medical Services Department
REPORTS TO: Head of Department, Consultant
DIRECT REPORTS: Senior Laboratory Technologist

JOB SUMMARY

The Clinical Consultant will be responsible for the provision of highly specialised expertise for the development and assessment of clinical services within the directorate. The Consultant will work autonomously within professional guidelines and will be responsible for the systematic governance and evaluation of their particular practice and those they manage within the service.

MAJOR DUTIES AND RESPONSIBILITIES

1. Ensures that patient confidentiality is maintained at all times;
2. Responsible and accountable to the head of department for the reasonable and effective use of any resources;
3. Participates in the statutory and mandatory training programmes, teaching and training of medical students as part of agreed teaching agreements;
4. Shares responsibility with other Consultants for the supervision of junior medical staff in accordance with established policies and procedures;

5. Teaches and trains of junior medical staff, contributing as appropriate to post-graduate and continuing medical education;
6. Responsible for the management, appraisal and discipline of junior doctors who are attached to the cohort when appropriate;
7. Provides advice, as required, to medical staff and management, on the planning and provision of microbiology services;
8. Participates in clinical governance arrangements including participation in clinical audit, research and implementing the results in order to achieve best practice;
9. Ensures that all intellectual property rights of the Board are observed;
10. Offers clinical guidance and advice to hospital clinicians and general practitioners on the selection, performance and interpretation of relevant Microbiology tests to facilitate the diagnosis, treatment, monitoring and understanding of disease,
11. Plays an active part in the functioning and administration of the pathology service, contributes to the planning and future development of services and the preparation of change in operational policy;
12. Sets, monitors and evaluates quality standards for pathology services and encourages all staff to adhere to the philosophy and values contained within the quality strategy;
13. Develops departmental protocols in conjunction with other Clinicians and professionals;
14. Supports and advises the Infection Control Staff in providing medical input into the Infection Prevention and Control service in conjunction with Consultant colleagues;
15. Participates in clinical, medical and multidisciplinary audits including clinical conferences, root cause analysis, and adverse clinical incidents investigations;
16. Observes health and safety protocols in the execution of duties;
17. Using customer service skills establishes and maintains effective working relationships with other employees, officials and members of the general public.

18. Performs any other related duty as assigned.

KNOWLEDGE, SKILLS AND ABILITIES

1. Sound knowledge of current health policy development.
2. Demonstrated understanding of private health sector funding models.
3. Knowledge of incident review and complaints resolution.
4. Knowledge of budget preparation.
5. Knowledge of grievance procedures and disciplinary codes.
6. Knowledge and application of quality improvement programmes.
7. Excellent leadership skills.
8. Possesses excellent time management skills.
9. Excellent written and oral communication skills.
10. Skilled in organizing and presenting information systematically.
11. Skilled in change management.
12. Ability to teach and supervise students.
13. Ability to undertake audits and present findings.
14. Ability to critically review research.
15. Ability to understand of human resources issues and procedures.
16. Ability to systematically organise and direct others.
17. Ability to deal with difficult and sensitive situations with tact and diplomacy.
18. Ability to guide the continual professional development of the team to ensure existing and future institutional needs is met.
19. Ability to make calm rational decisions in the face of adversity.
20. Capable of inspiring others, with the ability to quickly gain confidence of others, including clinicians, staff, patients and relatives

REQUIRED TRAITS

- Accountability
- Collaboration
- Confidentiality
- Co-operation

- Flexibility and Adaptability
- Initiative
- Meticulousness
- Patience
- Respect

EDUCATION AND EXPERIENCE

Must be a Fully Registered Medical Practitioner with:

(a) a diploma in clinical pathology;

(b) a diploma in Bacteriology; or

(c) membership of the Royal College of Pathologist.

In each case, not less than two years' supervisory experience in a clinical laboratory is required.