



The Royal College of Pathologists
Pathology: the science behind the cure

Medical Training Initiative

Job Description

Post title	Honorary Registrar
Hospital Name	West Hertfordshire Hospitals NHS Trust

West Hertfordshire Hospitals NHS Trust

Microbiology Specialty Trainees Training Plan 2018

1. ABOUT THE TRUST

West Hertfordshire Hospitals NHS Trust provides acute healthcare services to a core catchment population of approximately half a million people living in West Hertfordshire and the surrounding areas.

The Trust also provides a range of more specialist services to a wider population, serving residents of North London, Bedfordshire, Buckinghamshire and East Hertfordshire.

As an employer of over 4,000 people, the Trust is one of the biggest employers in the area and treats a million patients each year.

The Trust sits within the South Midlands and Hertfordshire cluster of the NHS Commissioning Board. Hertfordshire Valleys Clinical Commissioning Group is the main purchaser of the Trust's services, accounting for over 80% of the Trust's expected income. There are over 300 general practitioners.

The Trust was created on 1 April 2000. The current Executive Team is:

Chief Executive (interim)	Helen Brown
Director of Patient Safety and Medical Director	Mike Van der Watt
Chief Nurse	Tracey Carter
Director of Workforce	Paul Da Gama
Director of Finance	Don Richards
Chief Operating Officer	Sally Tucker
Director of Corporate Affairs and Communications	Helena Reeves

The Trust operates from three hospitals:

Watford General Hospital:

Watford is the heart of the Trust's acute emergency services – the core location for inpatient emergency care, and for all patients who need specialist emergency facilities (such as intensive care) of a major district general hospital covering a comprehensive range of specialties in general medicine, surgery, obstetrics and gynaecology, and paediatrics. It also provides elective care for higher risk patients together with a full range of outpatient and diagnostic services. There are c.600 beds and 9 theatres. Watford is also the focus of the Trust's Women's and Children's services including neonatal care.

Hemel Hempstead Hospital:

Hemel Hempstead has a 24/7 Urgent Care Centre and offers other local healthcare facilities such as diagnostic services, including MRI and cold pathology, and an

outpatient service that sees in excess of 100,000 patients per year. In addition, it provides 16 Stroke Rehabilitation beds. Hertfordshire Community Trust operates intermediate care beds on site.

St Albans City Hospital:

St Albans is the Trust's elective care centre. It provides a wide range of elective care (both inpatient low risk and day case surgery) and a wide range of outpatient and diagnostic services with in excess of 70,000 outpatient appointments. It has 40 beds and 6 theatres (including 1 procedure room for ophthalmology) and a Minor Injuries Unit (MIU), open every day of the week from 9am – 8pm.

Additional Information

Foundation Trust

Our Foundation Trust application was postponed in the autumn of 2012 in agreement with our Primary Care Trust and Strategic Health Authority. We are now in the process of developing a revised clinical strategy which, combined with updated financial modelling, will allow us to agree a new timetable for achieving Foundation Trust status.

Postgraduate Education

Post Graduate Medical Centre opened four years ago at Watford with greatly enhanced facilities. A dedicated clinical skills laboratory at Watford was opened in 2007. There is also a refurbished Postgraduate Centre at Hemel Hempstead with excellent facilities including a well-stocked library, two lecture theatres, several seminar rooms and PCs with ready access to recognised search engines and some on line journals as well as a clinical skills laboratory on site as well. The Consultants are involved in presentations to the Junior Doctors and the local GP community.

Consultant Medical Staff are involved in the training of undergraduate students from UCL, Imperial and St George's University School of Medicine, Grenada.

Dr Arla Ogilvie is the Director of Medical Education for St George's University (Grenada), affiliated to West Hertfordshire Hospitals NHS Trust, Latha Thangaraj is the Tutor for Undergraduate Education, Dr Ratna Makker is Clinical Tutor, and Mr Howard Borkett-Jones is Associate Medical Director for Education. It is expected that the post holder will contribute to postgraduate and undergraduate teaching.

There is a "Grand Round" presentation on Friday lunchtime, a Medical Case presentation arranged by individual clinical teams as the need arises, an Elderly care meeting on Monday lunchtime and a Postgraduate lecture/Tutorial series for FH01 on a Tuesday and for FH02 on a Wednesday lunchtime.

Microbiology Department

Departmental Workload

The laboratory is based on the acute site in Watford and has full UKAS ISO15189 accreditation.

The current annual workload (April 2017- March 2018) is 398,762 requests at Watford General with a breakdown of 84% bacteriology and 16% serology. About 50% of the workload comes from local General Practitioners

For the acute hospital, the specimen profile and the test repertoire are typical of a District General Hospital. Most of the workload is processed in house; specimens for viral PCR and specialised serology account for the majority of the referred work. The referred work is done mostly at the Regional Public Health England laboratory based at Addenbrookes in Cambridge or at PHE reference laboratories at Colindale

Equipment includes the following:

- BD Probe Tec
- Biomerieux VIDAS Analyser
- Beckman Coulter Access 2 Analyser
- Biomerieux BACT/ALERT 3D BC & TB
- SediMAX Urine Analyser
- WinPath IT system with ICE

- The laboratory has been successful in procurement of a MALDI-TOF machine which uses chromatography to achieve rapid identification of cultured organisms as well a rapid automated sensitivity testing technology (Phoenix) to comply with the European directive (EUCAST).The laboratory has also introduced an upgraded blood culture and TB culture analyser as well as a serology analyser (Diasorin).

2. MICROBIOLOGY TRAINING AT WATFORD GENERAL HOSPITAL

Microbiology training takes place under several curricula namely the Royal College of Pathologists revised 2010 curricula in Medical Microbiology. We plan to convert all training posts that become vacant to joint training posts in microbiology and infectious diseases to ensure that we attract the best quality candidates to our training programme in the era of the new Training in Infection Programme.

Under the new programme, trainees undergo modular learning in microbiology, virology, consults and clinics and inpatient infectious diseases as per the new curriculum. Training has been reduced from five years to four years with two years spent in Combined Infection Training and two years in Higher Specialist Training (HST). For joint trainees, HST will be extended to three years.

Previously employed trainees who are not undertaking "Training in Infection" and those who are not in the final year of training such as trainees on the International Medical Trainee Initiative will convert to the revised Royal College of Pathologists 2010 training curriculum in Microbiology.

The major component will be training by apprenticeship under consultant supervision. The proportion of time spent on clinical training will comply with the

Royal College of Pathologists recommendations on 50-80%. A summary timetable for the different departments is given below.

Personal study including by e-learning, learning with peers, and independent self-directed learning is incorporated into the training programme.

Current Training Plan

Clinical Experience:

- Wednesday weekly clinical meetings: This meeting is attended by all available trainees and consultants in the department. It provides an opportunity for trainees to present cases and gain feedback on their clinical management. There is also the opportunity to learn how different consultants approach clinical problems and learn from each other.
- Follow-up of positive blood cultures and other significant results by liaison with clinical staff. The management of these cases is discussed with the duty consultant on a regular basis. Trainees join the Duty Consultant on the ward rounds.
- Three weekly Critical Care Ward meetings with ITU clinical and medical staff as well as daily rounds on general medical and surgical wards. These rounds are consultant-led with decisions made about microbiological investigations and antimicrobial management.
- Three weekly acute admission unit ward round provides the opportunity to review patients with a view to optimising and rationalising on their antibiotic regimen. Hospital-acquired infections are regularly discussed.
- Infection Control Experience: There is regular liaison with Infection Control Nurses when in the reporting room. There is a bi-monthly Infection Prevention Control Panel (IPCP) meeting attended by trainees as per their training plan and provides training in strategic management and multidisciplinary working. There are opportunities for trainees to join infection control audits of wards, theatres, and are invited on an ad hoc basis to join outbreak meetings. Infection control aspects of clinical management are also discussed at the Wednesday weekly clinical meeting.
- Weekly C.difficile ward rounds on wednesdays
- Antibiotic Stewardship Experience: Attendance at Antimicrobial management meeting, and Drugs and Therapeutics (MUSP) committee meetings.
- Antimicrobial pharmacist led antimicrobial stewardship rounds to review patients on antimicrobials.

Out of hours training: Trainees cover Watford General Hospital when on call. Trainees have a period of acclimatisation for at least 2 months before joining the on call rota. The IMTI trainee may not join the on call rota in the early stages of training until the required competencies have been achieved. A consultant is available on the phone at all times for senior input and advice. The weekend on-call is also an opportunity for trainees to have one-to-one clinical supervision with the consultant on call.

- “Fixed” clinical rounds commitments are detailed in the table below. Additional learning opportunities and experiences can be fitted in around the fixed commitments on a trainee-led basis.

Summary Timetable for Microbiology

Day	Time	Activity
Monday	9.00-13.00 14.00-16.00 16.00-17.00	Laboratory queries, clinical calls, Report validation ITU, AAU and general medical and surgical ward Laboratory queries, clinical calls, Report validation
Tuesday	9.00-13.00 13.00-14.00 15.00-16.00 16.00-17.00	Laboratory queries, clinical calls, Report validation Clinical consults including direct patient contact on a variety of cases such as bacteraemia cases Laboratory queries, clinical calls, Report validation
Wednesday	9.00-13.00 13.00-15.00 15.00-16.00 16.00-17.00	Laboratory queries, clinical calls, Report validation ITU, AAU and general medical and surgical ward. C.difficile ward rounds. Diabetic Foot MDT Clinical meeting Laboratory queries, clinical calls, Report validation
Thursday	9.00-13.00 14.00-16.00 16.00-17.00	Laboratory queries, clinical calls, Report validation Clinical consults. Fortnightly Orthopaedic MDT Monthly TB MDT Laboratory queries, clinical calls, Report validation
Friday	9.00-13.00 14.00-16.00 16.00-17.00	Laboratory queries, clinical calls, Report validation ITU, AAU and general medical and surgical ward Laboratory queries, clinical calls, Report validation

Laboratory Experience

- The laboratory has an extensive repertoire of testing in bacteriology, virology, and serology tests. The laboratory has been successful in procurement of a MALDI-TOF machine which uses chromatography to achieve rapid identification of cultured organisms as well a rapid automated sensitivity testing technology (Phoenix) to comply with the European directive (EUCAST).The laboratory has introduced an upgraded blood culture and TB culture analyser as well as a serology analyser (Diasorin).
- An introduction to laboratory methods, including bench induction, occurs at the start of training. These are overseen by the training biomedical scientist.
- Trainees partake in the validation of laboratory results, initially under supervision of the consultant.
- Regular bench rounds with the duty consultant occur with a trainee and biomedical scientists principally reviewing blood cultures and cultures from normally sterile sites. The culture plates and microscopy results are linked to the patient management. The trainees gain experience of the role and interactions with biomedical scientists in the laboratory.
- Opportunities for laboratory-based service evaluation projects occur throughout training.
- Quality control and assurance. With the change in technology from phenotypic identification to molecular techniques, there is plan to introduce molecular tests in the next financial year.
- ISO 15189: Awareness and training sessions are regularly held by the Deputy Service manager for trainees to gain exposure to the preparatory work towards achieving compliance with those standards

Management Experience

- Relevant experience is gained, under supervision, in planning departmental policies and developing the leadership qualities to implement them. Tutorials are carried out by senior staff on specific topics.
- Attendance at appropriate management meetings and training courses is encouraged.
- The trainee will participate, on a rotational basis, in administrative duties (School visits to other Trusts, representation on the Specialty Trainee Committee.) He or she should consider undertaking “acting-up” consultant duties in the later stages of training as and if required.

Research Opportunities

- There are also active clinically-oriented R&D activities in WHHT. Trainees are also encouraged to write case reports and clinical reviews with consultants.

Developing the Trainer

- Teaching opportunities abound with tutorials to medical students on a variety of topics, participation in teaching of other trainees on "Case of the Week" and laboratory teaching to biomedical scientists as part of their CPD programme. Trainees also participate in Regional Trainees Group meetings.

Rotations and Attachments if period of secondment can be arranged by the hosting Trust if it is possible under the Certificate of Sponsorship arrangement.

Attachment to Addenbrookes Hospital: Trainees undertake a rotation to Addenbrookes NHS Foundation Trust for a period of time tailored to individual training needs and allows the more senior trainee to develop independent skills required for a consultant. An individual trainee may choose to focus on one particular aspect, i.e. infection control, antibiotic stewardship, research or clinical subspecialty, depending on the interest and identified gaps in training.

Other Attachments

- Food Water and Environmental Laboratories
- Regional Epidemiology and Public Health Attachments with Consultant in Communicable Disease Control
- Specialist Virology

For areas not covered by or within the department, trainees are encouraged to go on relevant training courses. Study leave is reimbursed to £300 per annum.

Learning Experience

The learning experience at Watford is in line with the specialist training curriculum and involves the following teaching/learning methods:

- Observation of, assisting and discussion with senior medical staff.
- Working under consultant supervision.
- Task-specific on-the-job training.
- Observation of laboratory methods.
- Discussion with clinical scientists and senior BMS staff.
- Practical bench work.
- Personal study.
- Appropriate postgraduate education courses.
- Tailored clinical experience.
- Laboratory and clinical team and directorate meetings.
- Discussion with Infection Control Nurses and/or a consultant in Communicable Disease Control (CCDC)/CHP and/or Regional Epidemiologist (RE).
- Attendance and participation at relevant Trust committees.
- Attending ward round and multidisciplinary team meetings, and telephone advice to clinicians.
- Teaching undergraduates and other health professionals including biomedical scientists
- Awareness of appropriate guidelines.
- Attending regional, national and international medical or scientific conferences.
- Interaction with specialist reference laboratories.
- E-learning.