

# JOB DESCRIPTION

JOB DETAILS	
<b>Job Title</b>	Pelvic Health Specialist Midwife
<b>Reports to</b>	Associate Director of Midwifery
<b>Band</b>	Band 7
<b>Department/Directorate</b>	Maternity/Clinical Specialist Support Services

JOB PURPOSE
<ul style="list-style-type: none"> <li>To address the NHS England's Three Year Delivery Plan for Maternity and Neonatal Services. The Perinatal Pelvic Health Service (PPHS) Specialist Midwife will work as the Royal Devon University Healthcare NHS Foundation Trust's (RDUH) lead midwifery practitioner responsible for the development and overseeing of high-quality midwifery led services to improve the perinatal pelvic health of the woman and birthing people.</li> <li>The post holder must have a comprehensive understanding of the implications of poor pelvic health, OASI and perineal suturing practices in addition to highly developed midwifery skills. This will enable the post holder to promote OASI recognition and reduction, improve recognition within the professional and public community.</li> <li>They will be working directly with complex patients, promoting pelvic health improvement through prevention, reduction and recovery. In addition, they will be working at a strategic level to identify gaps in midwifery and obstetric practice and contribute to the improvement of services locally, regionally, and nationally.</li> <li>The post holder will use skilled midwifery practice to contribute to the design, development and delivery of these services and to develop and facilitate teaching programmes to staff to reduce local OASI rates, improve bladder care, teach Pelvic Floor Muscle Exercise (PFME) and improve overall perinatal pelvic health, addressing the care needs of women at higher risk of trauma and co-morbidities and to reduce the risk of poor longer-term outcomes.</li> <li>This will require a multi multi-faceted approach:             <ul style="list-style-type: none"> <li>Teaching- the reduction of obstetric anal sphincter (OASI) damage, perineal injury, recognition of severe tears, improving repair during childbirth and subsequent recovery.</li> <li>Coordinate and provide specialist midwifery care in partnership with specialist pelvic health physiotherapists to women attending PPHS specialist clinics.</li> <li>Work in partnership with the Specialist Physiotherapist in female health to promote Pelvic Floor Muscle Exercise (PFME) training.</li> </ul> </li> <li>The PPHS Midwife will work closely with midwifery and obstetric colleagues to ensure the identified key priority areas remain high on the agenda in all areas of the maternity services and act as an advisor to his/her colleagues. They will continually evaluate the clinical effectiveness and resource efficiency of the projects under their management. They will actively participate in the incident reporting mechanism for the Trust and spot trends and themes in risks that will involve a risk management strategy, enabling the service to deliver safe and effective delivery of care to women and their families.</li> <li>They will be required to develop sound working relationships with external agencies, primary health care providers, within the maternity services and the Local Maternity and Neonatal System (LMNS), to ensure that baseline assessment tools of pelvic health are implemented around booking and following birth with clear pathways formed, and education/referral provided to staff. This will enable a more cohesive longer-term regional improvement in perineal pelvic health. The PPHS Midwife will form contacts with others in a similar post in other regional Trusts and develop an environment of sharing what has worked to bring about change in other Trusts too.</li> <li>As well as being actively involved in the development and provision of midwifery care of the above groups of women, the PPHS Midwife will be a specialist point of contact for their colleagues, responsible for providing opportunities for education and knowledge sharing within their sphere of expertise.</li> </ul>

## KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES

Initial priority areas for action are:

1. **Antenatal:** setting up and running the provision of additional midwifery enhanced support for pregnant women with complex needs such as previous OASI or prolapse and recommendation of mode of next birth. He/she will design and then use a clear pathway in collaboration with the colorectal and obstetric teams. They will be responsible for establishing antenatal education materials and formalising of care pathways required.
2. **Postnatal follow up:** enhanced support for women who have sustained an OASI, perineal breakdown promoting a healthy and quick recovery using evidence-based research and multidisciplinary working. Follow up of all women who have complex perineal trauma and identification of further support required will be an aspiration of this new service.
3. **Audit** women sustaining an OASI or complex perineal trauma and integrate recommendations into colleagues training to reduce rates and increase learning in practice. Perform a service evaluation of training programmes and cascade to if appropriate. Extend services to include all high-risk trauma and audit services accordingly.
4. **Education** of enhanced skills of reducing OASI and improving pelvic health to midwives, students, obstetricians, multidisciplinary team and the LMNS. Suturing skills to local staff and develop whether this teaching can be opened to those external to the Trust.

The role of Pelvic Health Specialist Midwife will not be limited to these current priority areas but will develop over time.

## KEY WORKING RELATIONSHIPS

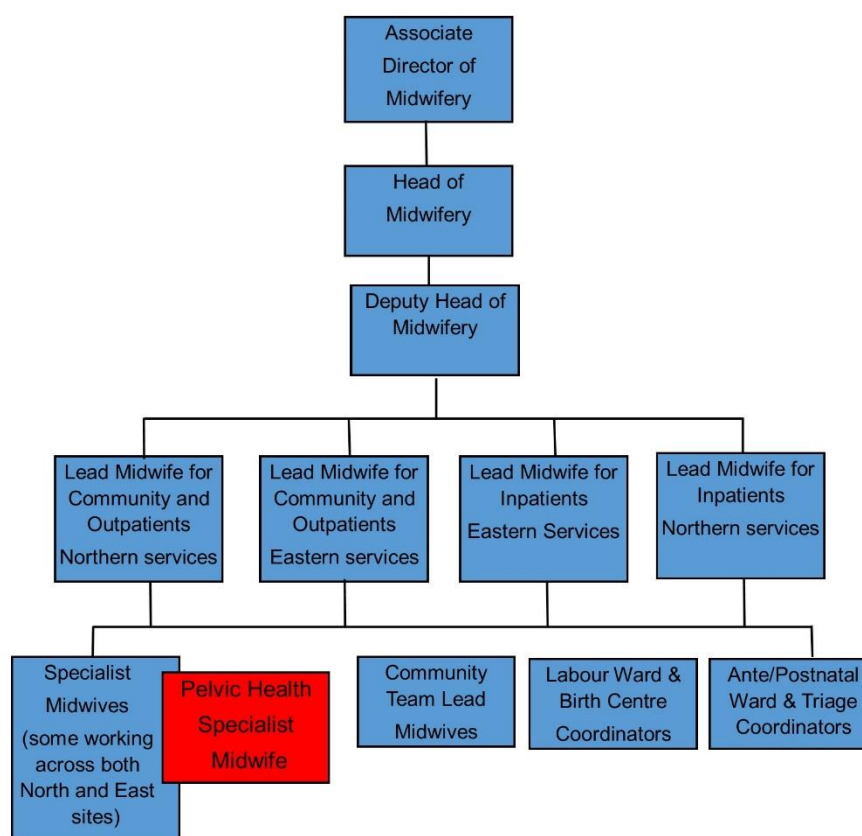
Areas of Responsibility:

The PPHS midwife is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day-to-day basis. This will include through verbal, written and electronic media.

Of particular importance are working relationships with:

Internal to the Trust	External to the Trust
<ul style="list-style-type: none"><li>• Associate Director of Midwifery</li><li>• Head of Midwifery and Gynaecology</li><li>• Deputy Head of Midwifery and Gynaecology</li><li>• Senior Midwifery Inpatient and Outpatient Managers</li><li>• Specialist Midwives</li><li>• Governance leads</li><li>• Band 5 and preceptee midwives</li><li>• Perinatal pelvic health Physiotherapists</li><li>• Maternity support workers</li><li>• Obstetric/Gynaecology team</li><li>• Genito-urinary medical team</li><li>• Colorectal team</li><li>• Medical Staff</li></ul>	<ul style="list-style-type: none"><li>• NHS Devon/LMNS</li><li>• Specialist perinatal pelvic health physios across Devon, the region and nationally</li><li>• Specialist pelvic health midwives across Devon, the region and nationally</li><li>• Primary Care Teams</li><li>• GPs</li><li>• Public Health Nurses/Health Visitors</li></ul>

## ORGANISATIONAL CHART



## FREEDOM TO ACT

- Perform as an expert midwifery practitioner leading the development and delivery of high-quality midwifery services with a focus on the perinatal pelvic health needs of pregnant, intrapartum, and postnatal women and birthing people across RDUH NHS Trust, whilst aligning best and collaborative practice across the 3 Trusts comprising NHS Devon.
- Act as a resource for colleagues across the multi multi-disciplinary team to enable access to knowledge and skills to ensure the improved pelvic health of service users across the maternity service.
- Develop perinatal pelvic health referral and care pathways, standard operating procedures, and guidelines within the governance processes of RDUH and support the embedding of these into practice.
- Embed perinatal pelvic health care pathways across primary and secondary care provision.

## COMMUNICATION/RELATIONSHIP SKILLS

- Act as an advocate for perinatal women/birthing people.
- Maintain an awareness of the physical, emotional and cultural impact of perineal trauma with an ability to discuss and explain situations clearly and sensitively.
- Be able to motivate and engage patients with a range of complex conditions/disabilities to work with treatment programmes and work towards treatment goals.
- Assess patient understanding of treatment proposals, gain valid informed consent and have the capacity to work within a legal framework with patients who lack capacity to consent to treatment.
- Use a range of verbal and non-verbal communication tools to communicate effectively with patients and carers to progress rehabilitation and treatment programmes. This will include patients and carers who may have difficulties in understanding or communicating. For example, patients may be dysphasic, depressed, deaf, and blind, have a learning disability or who may be unable to accept diagnosis.

- Managing patients with chronic pain and dealing with patients who are in difficult social, emotional, or mental health states.
- Treating patients who may have suffered from abuse.
- Occasionally delivering unwelcome news to staff and dealing with disciplinary and grievance procedures
- To provide specialist advice on patient care to other health, social, educational and voluntary sector services, when necessary, as part of patient care. This may involve challenging or requesting changes to treatment programmes/care plans set by other professionals
- Provide up to date, evidenced based information, support and education for colleagues and students to enhance knowledge and skills relating to the perineal care of women antenatally, in labour and the postpartum period.
- To work in close association with the RDUH midwifery and perinatal physiotherapy teams, the therapies/physiotherapy leads, obstetric & gynaecology teams, colorectal and genito-urinary teams across both the Eastern and Northern sites.
- To work in close collaboration with the pelvic health midwives and perinatal physiotherapists across Devon
- To liaise and work collaboratively with the LMNS/NHS Devon/MDT
- To clearly present data, findings and concepts through presentations, reports and key performance indicator tools
- To solicit the support of the RDUH Trust's governance leads and process and report and communicate metrics and findings to them in a timely manner.
- To work closely with the Trusts audit and QI teams in the collation and reporting of data.
- Liaise with the multidisciplinary team including colorectal, obstetrics and physiotherapy when designing pathways for women with a previous OASI and following up women who have sustained an OASI.
- Develop communication networks with local and national teams that are beneficial in improving maternal health, including perineal specialists around the country to ensure that local practice is up to date and innovative practices are shared between trusts.
- Communicate with people consistent with their level of understanding, culture, background, and preferred ways of communicating.
- Communicate relevant information to women and their families in a manner that is consistent with and meets their individual needs.
- Develop and maintain communication with people about complex matters or difficult situations
- Communicate effectively and professionally with colleagues in a manner that is consistent with relevant legislation, policies, and procedures.
- Communicate appropriately with members of the multidisciplinary team in relation to the care of individual women.
- Keep accurate and comprehensive records of all activities and communication consistent with legislation, policies, and procedures.
- Anticipate barriers to effective communication and take action to overcome them.
- Always maintain confidentiality, as required by legislation and trust policy.
- Break bad news in an appropriate and empathetic manner.
- Actively try to resolve issues and complaints at local level, or ensure clear and concise advice is given to people on the complaint's procedures in place (PALS, names and addresses of the senior team etc.)
- In the event of failing to resolve issues and complaints at a local level, report to the appropriate person.
- Facilitate and cascade information to the team e.g., Team Meetings/ Briefings.
- Take a proactive role in seeking out different styles and methods of communication to assist longer term needs and aims.
- Act as a role model to inspire and influence.

## **ANALYTICAL/JUDGEMENTAL SKILLS**

- Use advanced clinical reasoning skills and expertise to provide an accurate diagnosis of their condition
- Interpret and act on investigation results to aid diagnosis and the management plans of patients and link closely with GP's and Consultants around appropriate patient care.
- Evaluate patient progress, reassess, and alter treatment programmes as required.
- Analyse clinical and social information from a range of sources and integrate into assessment and development of care plan/treatment plan.
- To be responsible for the safe and competent use of all specialist equipment patient appliances and aids by patients.
- Responsible for monitoring of evidence based therapeutic interventions.
- To manage clinical risk within own patient case load and support more junior staff to do so
- Ensure planned care is delivered in a holistic manner that is consistent with evidence-based practice, clinical guidelines, legislation, policies, and procedures.
- Apply own skills, knowledge and experience and use considered judgment to meet individual women's care needs.
- Ensure staff are competent to perform clinical activities to required standards.
- Ensure administration of medication and blood products is performed to required standards.
- Take appropriate action to address any issues and risks.

#### **PLANNING/ORGANISATIONAL SKILLS**

- Adopt a strategic and sensitive approach to the implementation of change using PDSA cycles and an a methodological approach QI processes.
- Use project action plans to organise and review the development of the perinatal pelvic health service
- Attend monthly 1-2-1 review of project process with line manager
- Identify deficits in care and take proactive steps to overcome this
- Organise workload to be available to provide specialist midwifery input at pelvic health ante and postnatal clinics, attend regional and local meetings and to progress the strategic development of the pelvic health service.

#### **PATIENT/CLIENT CARE**

- Develop and lead an effective day to day running of specialist pathways and individual care for specific patient groups with a multi-disciplinary team. Initially these will be: postnatal telephone/virtual and face to face follow up clinic for women sustaining an OASI or complex perineal trauma, perineal breakdown and provide care for pregnant women who had a previous OASI or require specialist support. The PPHS Midwife will be a single point of contact for service users who require complex support to ensure continuity of care.
- Ensure the assessment, planning, implementation and evaluation of the evidence-based care required for this patient group.
- To undertake highly specialist assessment of patients, including those with diverse or complex presentation/multi pathologies, as an autonomous practitioner.
- To use specialist skills to assess and treat patients with complex scenarios within the specialist clinical field and using referral to the multi-disciplinary team and support others to do so.
- To use advanced clinical reasoning skills and expertise to provide an accurate diagnosis of their condition.
- Formulate a personalised treatment plan and support based on a sound knowledge of evidence based practice and treatment options using clinical assessment, reasoning skills and knowledge of treatment skills
- Deliver programmes of supported patient self-management in ways that facilitate behavioural change, optimise individuals' activity, mobility, independence and fulfilment of personal goals and independence and that limit the need for pharmacological interventions.



Work with the multi disciplinary team to ensure the formulation of accurate prognoses for each individual and recommend best course of intervention, and the development of comprehensive discharge plans and setting personalised goals for each mother.

- Achieve patient consent and perform risk assessments as indicated by trust guidelines and document contemporaneously in RDUH.
- Involve other agencies and practitioners in care planning to meet complex needs.
- Maintain accurate information on trust integrated and maternity systems as required.
- Maintain competency and knowledge regarding safeguarding processes according to Trust guidelines

### **POLICY/SERVICE DEVELOPMENT**

- Develop, review and maintain specific Perinatal Pelvic Health guidelines and policies and be active in implementing the guidelines within the wider midwifery team. Update leaflets and develop literature for women to empower and support them to receive the best care possible in line with regional team. These will all be written in collaboration with the multidisciplinary team and Maternity Voices Partnership and be evidence based, encouraging, and promoting optimal self-care for women.
- Review and maintain specific guidelines and care pathways associated with: Pelvic Girdle Pain Female Genital Cutting, perineal trauma, urinary retention and incontinence in collaboration with the MDT. Work independently, but in close collaboration with RDUH Trust's perinatal physiotherapy services with locally agreed policies, guidelines and governance processes in accordance with the NMC code of professional conduct, Midwifery Standards, National Legislation and Trust policies to ensure that a safe, accountable and quality assured service is provided.
- Contribute to the development of the Devon wide digital referral system to perinatal pelvic health physiotherapy services

Maintain and develop personal competencies and knowledge of relevant issues.

- Actively participate in the PDP process as both reviewer and reviewee.
- Generate and use appropriate learning opportunities and apply own learning to the future development of the practice.
- Develop, undertake, and facilitate when required, mandatory training as per trust policy.
- Contribute to the development of others enabling them to make realistic self-assessments and apply their knowledge and skills in practice.
- Work in collaboration with the institutes of higher education to enhance learning experiences of students and qualified staff.
- Alert managers to resource issues that affect learning, development, and performance.
- Provide and organise protected learning time, support individuals on work placements, secondments, and projects.
- Ensure area meets required standards to provide student placements.

### **FINANCIAL/PHYSICAL RESOURCES**

- Contribute data to support the formulation of business plans and finance bids to develop the pelvic health care provision
- Ensure a comfortable, confidential and safe environment for clinical care
- Understand the fiscal and funding provision and implications of the PPHS to inform development of the service.
- Provide information to the LMNS and Trust lead midwives regarding required resources.

### **HUMAN RESOURCES**

- Provide in-house training and updates to the multi-disciplinary care team regarding perinatal pelvic health.
- Lead in setting objectives, competencies and performance management surrounding pelvic health; ensure ongoing staff development, education and training to achieve National, regional and locally agreed strategic objectives.
- Collaborate with Trust workforce development and training leads to assimilate staff training into established platforms.

## **INFORMATION RESOURCES**

- Introduce and roll out the use and review of an agreed Pelvic floor exercise reminder app
- Maintain Excel spreadsheets
- Work with the Trust's digital midwives and IT departments to provide up to date information regarding perinatal pelvic health to all women/birthing people through the EPR Epic system, Trust social media pages and website.
- Always maintain contemporaneous clinical notes on the EPR EPIC system
- Use the EPIC system to generate data as required
- Use the EPIC system to enable dissemination of links to pelvic health education to service users.
- Maintain accurate service databases to enable up to date accurate data to record and support audit of the service.
- Work closely with Caldicott guardians and data protection impact team to ensure that the implementation of digital platforms are compliant with Trust policy.
- Ensure confidentiality of data and information is upheld at all times in compliance with the Trusts data protection and storage policies.
- Report incidents through the Trusts Datix system and investigate any incidents surrounding perinatal pelvic health care and to work with the Trust divisional teams to plan to mitigate risk.

## **RESEARCH AND DEVELOPMENT**

- Conduct regular reviews of the effectiveness of any new project through an established Quality Improvement programme, audit, or research to ensure they effectively address the needs of the local population and cascade onwards or formally write up for a research article where appropriate.
- Promote quality assurance of the perinatal pelvic health service through the submission of KPI and reports as required by Trust and wider NHS governance agencies.
- Provide monthly, quarterly and annual data and statistics as required in line with Trust and national agenda and dashboard requirements.
- Lead, initiate and participate in research as required.
- Maintain continuing professional development surrounding perinatal pelvic health and maintain up to date knowledge of current evidence-based practice.
- Implement research findings in collaboration with the MDT and in association with the Trust's governance, QI and monitoring and evaluation processes.
- Share knowledge and act as a resource of knowledge skills and attitude to others.
- Contribute to the collation, assimilation and implementation of evidence-based care in Trust guidelines and protocols.
- Promote a best practice, evidence-based culture in coordinating the development of multi-disciplinary care pathways across both primary and secondary care providers.
- Where appropriate, lead in multi-disciplinary clinical research in close association with the Trust's research, audit and QI teams.
- Ensure the perinatal pelvic health service is developed and evaluated in association with all stakeholders against national directives, quality assurance standards and local need.

## **PHYSICAL SKILLS**

- Standard keyboard skills
- Work as a midwife in the clinical setting to support antenatal, intrapartum and postnatal care and will require advanced hand/eye coordination in activities such as perineal suturing

## **PHYSICAL EFFORT**

- Regular travel to, and between, the RDUH Eastern and Northern main and community-based sites/hubs.
- Daily requirement to visit multiple clinical areas and move around the various departments within the Trust.
- Ability to work at a computer for long periods of time.
- The ability to respond to emergencies, unpredictable clinical events and assist women in labour.

## MENTAL EFFORT

- Frequent periods of concentration required when working clinically, analysing data, compiling reports, delivering presentations and training.
- Ability to work rostered hours and contribute to a managerial on call system

## EMOTIONAL EFFORT

- Sensitive and inclusive approach to managing and implementing change
- Ability to address staffing problems and service user complaints
- Provide practical and emotional support to new mothers/parents who sustained an OASI facilitating a caring environment to express concerns, emotions and to develop a person-centred care plan.
- Occasional requirement to deliver bad news

## WORKING CONDITIONS

- Occasional exposure to distresses women and families
- Working in the clinical area will involve the potential to being exposed to uncontained bodily fluids, including blood, urine, faeces.
- Working in shared offices on computers.
- Regular travel to different places of work across both the Northern and Eastern sites and community hubs.
- Local, regional and national travel to interagency and collegiate meetings as required.

## OTHER RESPONSIBILITIES

Comply with NMC professional code and rules

Work to and role model Trust values

Take part in regular performance appraisal.

Undertake any training required in order to maintain personal competencies including mandatory training, e.g. Manual Handling

Contribute to and work within a safe working environment

You are expected to comply with Trust Infection Control Policies and conduct him/herself at all times in such a manner as to minimise the risk of healthcare associated infection

As an employee of the Trust, it is a contractual duty that you abide by any relevant code of professional conduct and/or practice applicable to you. A breach of this requirement may result in action being taken against you (in accordance with the Trust's disciplinary policy) up to and including dismissal.

You must also take responsibility for your workplace health and wellbeing:

- When required, gain support from Occupational Health, Human Resources or other sources.
- Familiarise yourself with the health and wellbeing support available from policies and/or Occupational Health.
- Follow the Trust's health and wellbeing vision of healthy body, healthy mind, healthy you.
- Undertake a Display Screen Equipment assessment (DES) if appropriate to role.

## APPLICABLE TO MANAGERS ONLY

Leading the team effectively and supporting their wellbeing by:

- Championing health and wellbeing.
- Encouraging and support staff engagement in delivery of the service.
- Encouraging staff to comment on development and delivery of the service.

## DISCLOSURE AND BARRING SERVICE CHECKS



This post has been identified as involving access to vulnerable adults and/or children and in line with Trust policy successful applicants will be required to undertake a Disclosure & Barring Service Disclosure Check.

#### **GENERAL**

This is a description of the job as it is now. We periodically examine employees' job descriptions and update them to ensure that they reflect the job as it is then being performed, or to incorporate any changes being proposed. This procedure is conducted by the manager in consultation with the jobholder. You will, therefore, be expected to participate fully in such discussions. We aim to reach agreement on reasonable changes, but if agreement is not possible, we reserve the right to insist on changes to your job description after consultation with you.

Everyone within the Trust has a responsibility for, and is committed to, safeguarding, and promoting the welfare of vulnerable adults, children and young people and for ensuring that they are protected from harm, ensuring that the Trusts Child Protection and Safeguarding Adult policies and procedures are promoted and adhered to by all members of staff.

# PERSON SPECIFICATION

<b>Job Title</b>	Pelvic Health Specialist Midwife
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Requirements	Essential	Desirable
<b>QUALIFICATION/ SPECIAL TRAINING</b>		
<ul style="list-style-type: none"> <li>NMC Registered Midwife</li> <li>Completed Preceptorship programme</li> <li>Proven evidence of Continuing Professional Development</li> <li>Educated to a minimum of higher diploma/ degree level/able to demonstrate evidence of this.</li> <li>Working at degree level/commenced degree pathway</li> <li>Mentorship qualification or equivalent demonstrable experience</li> <li>Documented evidence of continued appropriate studies</li> <li>Masters level or working towards</li> <li>Leadership/management qualification</li> <li>Teaching qualification</li> </ul>	E E E E E E	D D D D
<b>KNOWLEDGE/SKILLS</b>		
<ul style="list-style-type: none"> <li>Must be capable of carrying out physical activities required for the job.</li> <li>Proven post registration and recent demonstrable experience within a similar role.</li> <li>A detailed working proven knowledge of national directives, guidelines and current research relating to the care of repair of perineal/labial tearing during childbirth, and risk factors for and protective factors to reduce incidents of OASI.</li> <li>Good understanding of Risk Management, Governance and Complaints Procedures.</li> <li>Up to date with the NHS Agendas, national directives, and all Governance aspects in relation to this speciality.</li> <li>Good understanding of Quality Improvement methodologies processes and presentation platforms.</li> <li>Extensive demonstrable teaching and mentoring experience.</li> <li>IT skills: Excel, Microsoft word, Microsoft Teams, EPR (EPIC)</li> <li>Demonstrable audit experience.</li> <li>Conducting workshops and focus groups.</li> <li>Demonstrable experience in project management.</li> </ul>	E  E  E E E E	D      D D D D
<b>EXPERIENCE</b>		
<ul style="list-style-type: none"> <li>Demonstrable clinical skills in pelvic health</li> <li>Confident and able to deliver presentations</li> <li>Experience and of coordinating and supporting the embedding of maternity care pathways</li> <li>Previous experience in influencing and implementing change</li> <li>Experience in benchmarking against standards and submitting KPIs</li> </ul>	E	D D D D
<b>PERSONAL ATTRIBUTES</b>		
<ul style="list-style-type: none"> <li>Excellent written, verbal and body language communication skills</li> <li>Team player</li> <li>Excellent listening, negotiation, and problem-solving skills</li> <li>Ability to lead and manage a team</li> <li>Able to organise and manage own workload</li> <li>Proactive and takes own initiative</li> <li>Analytical, enquiring mind and confident decision maker</li> </ul>	E E E E E E E	

<ul style="list-style-type: none"> <li>• Confident decision maker</li> <li>• Self-care aware</li> <li>• Able to work well in a busy environment</li> <li>• Self-aware</li> <li>• Excellent professional role model</li> <li>• Compassionate leadership skills</li> <li>• Respect and uphold confidentiality</li> </ul>	E E E E E E	D
<ul style="list-style-type: none"> <li>• Empathetic to all colleagues and service users</li> <li>• Flexible approach to all areas of practice</li> <li>• Ability to sensitively navigate difficult or emotional situations</li> </ul>	E E E	
<ul style="list-style-type: none"> <li>• Resourceful and creative</li> </ul>	E	
<b>OTHER REQUIREMENTS</b>		
<ul style="list-style-type: none"> <li>• The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.</li> </ul>	E	
<ul style="list-style-type: none"> <li>• Desire and ability to work according RDUH Trust values.</li> </ul>	E	
<ul style="list-style-type: none"> <li>• Ability to travel to travel between both RDUH Northern and Eastern Hospital and Community sites and other locations as required.</li> </ul>	E	
<ul style="list-style-type: none"> <li>• Ability to participate in managerial on-call rota</li> </ul>	E	

WORKING CONDITIONS/HAZARDS		FREQUENCY (Rare/ Occasional/ Moderate/ Frequent)			
		R	O	M	F
<b>Hazards/ Risks requiring Immunisation Screening</b>					
Laboratory specimens	Y			Y	
Contact with patients	Y				
Exposure Prone Procedures	Y			Y	
Blood/body fluids	Y			Y	
Laboratory specimens	Y			Y	
<b>Hazard/Risks requiring Respiratory Health Surveillance</b>					
Solvents (e.g. toluene, xylene, white spirit, acetone, formaldehyde and ethyl acetate)	N				
Respiratory sensitisers (e.g isocyanates)	N				
Chlorine based cleaning solutions (e.g. Chlorclean, Actichlor, Tristel)	Y			Y	
Animals	Y	Y			
Cytotoxic drugs	N				
<b>Risks requiring Other Health Surveillance</b>					
Radiation (>6mSv)	N				
Laser (Class 3R, 3B, 4)	N				
Dusty environment (>4mg/m3)	N				
Noise (over 80dBA)	N				
Hand held vibration tools (=>2.5 m/s2)	N				
<b>Other General Hazards/ Risks</b>					
VDU use ( > 1 hour daily)	Y				Y
Heavy manual handling (>10kg)	Y	Y			
Driving	Y				Y
Food handling	N				
Night working	Y		Y		
Electrical work	N				
Physical Effort	Y			Y	
Mental Effort	Y				Y
Emotional Effort	Y				Y
Working in isolation	Y				Y
Challenging behaviour	Y			Y	