

JOB DESCRIPTION

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| **JOB DETAILS** | |
| **Job Title** | Senior Medical Secretary |
| **Reports to** | Clinical Lead for Microbiology / Lab Manager |
| **Band** | Band 4 |
| **Department/Directorate** | Microbiology / Specialist Services |

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| **JOB PURPOSE** |
| To provide all aspects of secretarial and administrative duties to Medical Consultants and the clinical team, including the Clinical Lead, Infection Control Doctor and Director of Infection Prevention and Control (DIPC). Duties will include diary management and prioritisation of appointments, audio typing of medical letters and reports, minute taking, operating a bring forward system and preparation of agendas and associated papers. The post holder is responsible for managing their own workload, which may include financial and personnel administration and assisting in the organisation of the Consultant’s workload.  **K** |
| **KEY RESULT AREAS/PRINCIPAL DUTIES AND RESPONSIBILITIES** |
| The Senior Medical Secretary will be based with the Clinical Microbiology and Infection teamand will provide them with administrative support.  The post holder will fulfil all tasks and work as part of a team. The post holder will have delegated responsibility for administrative and clerical assistance of staff within the team*.* To meet the needs of the service, the post holder may be required to work in other administrative areas as appropriate as directed by the line manager and may, on occasion, be required to deputise for the line manager |
| **KEY WORKING RELATIONSHIPS** |
| Areas of Responsibility: The Senior Medical Secretary provides support for the Microbiology and Infection clinical team (currently 10 consultants, 3 registrars and1 F2 across the Northern and Eastern sites).  Key duties include diary and email management, rota support and management, dealing with telephone enquiries, meetings support and general clerical tasks.  The post holder will be expected to book and maintain clinics and managing simple patient queries, or appropriately direct more complex queries.  They will also be required to:   * Liaise with the infection control team and manage/organise multiple joint meetings and working groups * Be the administrative lead for the Antimicrobial Stewardship Group * Assess the urgency of letters received from GPs/Consultants, follow up on results and act on them * Write protocols, including interpretation of information and creating algorithms and flow charts * Liaise with local GPs and GP Surgeries * Support the clinical team in developing and maintaining the laboratory website clinical guidance documents * Prepare training folders for medical students and F2 rotations including organising training calendars for the year * Liaise with the Peninsula Medical School * Quality assurance through updating SOPs on Q pulse * Assist Quality Manager * Maintain Trust fund account and petty cash for refreshments etc * Participate in Microbiology management meetings * Complete Payroll returns for Microbiology department * Keep annual leave cards and database up to date and to authorise and organise annual leave for teams above * Support return to work processes for staff * Develop and maintain an up to date record of our current testing repertoire and the gross cost per test * Organise and set up new clinic services (e.g. penicillin de-labelling and general infectious diseases clinic) providing full admin support * Write and design the GP newsletter * Liaise and support in new business development and support the project management team.   We would expect to support the post holder to develop their skills over time and encourage their career development within the department and the broader Healthcare system.    The post holder is required to deal effectively with staff of all levels throughout the Trust as and when they encounter on a day to day basis. In addition, the post holder will deal with the wider healthcare community, external organisations and the public. This will include verbal, written and electronic media.  Of particular importance are working relationships with:   |  |  | | --- | --- | | **Internal to the Trust** | **External to the Trust** | | * Divisional Management team * Laboratory scientific staff * Clerical and secretarial staff * Lead Clinicians/Consultants, Trust Doctors and Doctors in training * Clinical, nursing staff and other ward staff | * Patients * General Practitioners * UK Health Security Agency (UKHSA) staff * Other Healthcare Professionals | |  |  | |

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| **ORGANISATIONAL CHART** |
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| **FREEDOM TO ACT** |
| To work within Trust policies and procedures. Use initiative to deal with routine matters and complex queries, deciding when it is necessary to refer to the available line manager. Work is managed rather than supervised and the post holder will organise own workload on a day to day basis. |
| **COMMUNICATION/RELATIONSHIP SKILLS** |
| The post holder will be required to adhere to the organisation’s standards of customer care. Welcomes visitors and deals with clients in a confidential and sensitive manner, this could be face to face or over the phone and may require tact, persuasion and negotiation skills to exchange information relating to appointments / admissions.  To courteously and efficiently receive enquiries (including telephone calls), taking messages and ensuring that these are passed on to the appropriate person. To communicate effectively with staff and clients within partner agency organisations in a confidential and sensitive manner. This may include GP’s, healthcare professionals, hospital departments and referral centres.  To answer simple patient and user queries and direct further questions appropriately.  To book and manage clinics and provide patients with simple instructions and  The post holder will be expected to behave in accordance with the Trust's values of demonstrating compassion, striving for excellence, respecting diversity, acting with integrity and to listen and support others.  Providing and receiving complex, highly sensitive or contentious information, where persuasive, motivational, negotiating, training, empathic or re-assurance skills are required. This may be because agreement or cooperation is required or because there are barriers to understanding |
| **ANALYTICAL/JUDGEMENTAL SKILLS** |
| Judgements on complex facts requiring interpretation and comparing options which may involve exercising judgement when dealing with patient, staff or external contacts. Resolving minor problems with regard to patient records, personnel and payroll. Ability to use initiative and take appropriate action in absence of team/manager. |
| **PLANNING/ORGANISATIONAL SKILLS** |
| The ability to work using own initiative, prioritise and manage time effectively to meet deadlines. The post holder will be responsible for diary management, collation and distribution of case notes.  The post holder will plan and organise meetings with other professionals/agencies, including co-ordinating outpatient clinics.  The post holder will organise their own day to day activities and tasks and allocate to staff as appropriate, arranging staff cover as and when necessary.  Planning and organisation of a broad range of complex activities or programmes, some of which are ongoing, which require the formulation and adjustment of plans or strategies. |
| **PATIENT/CLIENT CARE** |
| The post holder is required to put the patient, as the first priority, at the centre of all activities. The post holder will have regular contact with patients/clients by phone or face to face and will provide non-medical information and advice to patients and carers i.e. appointment/admission information |
| **POLICY/SERVICE DEVELOPMENT** |
| Participate in policy and service development. Follows Trust policies, makes comments on proposals and implements administration policies and proposing changes to working practices for own area and supporting work beyond their own area of activity |
| **FINANCIAL/PHYSICAL RESOURCES** |
| The post holder will receipt deliveries and monitor stock levels of stationery and has responsibility for booking training courses for the Consultants, ordering stationary and other equipment, updating and maintaining the Consultant rota on Medirota (including out of hours cover). The post holder will be responsible for the purchase of some physical assets or supplies and monitor and contribute to the drawing up of the Consultant UEMS and private work budgets for charitable purposes and financial initiatives  To ensure the efficient and effective use of all resources used within the course of one’s own duties, maintaining an awareness of the financial impact of inappropriate use. |
| **HUMAN RESOURCES** |
| Responsible for the day to day coordination of Consultant and Registrar rotas within the department. Responsible for welcoming and pastoral care of visitors and medical students.  Undertake basic workplace assessments.  Maintain and update own training relevant to post. Taking an active part in the development review of own work suggesting areas for learning and development in the coming year.  Demonstrates duties to new starters, and allocate and check work of other administrative staff. Provide on the job training for new staff and work experience students, taking an active part in the development review of own work, suggesting areas for learning and development in the coming year. |
| **INFORMATION RESOURCES** |
| Daily use of IT programmes relevant to the work area including medical records systems. Responsible for records management (creation, storage, archive, retrieval of records) in line with Trust policies and procedures. The post holder will modify systems and processes during the continual review for efficient services.  The post holder will transcribe minutes of meetings and medical notes/letters. |
| **RESEARCH AND DEVELOPMENT** |
| Comply with Trust requirements and undertake surveys as necessary to own work. |
| **PHYSICAL SKILLS** |
| The post holder will have advanced keyboard skills for the purposes of audio typing. |
| **PHYSICAL EFFORT** |
| Occasional |
| **MENTAL EFFORT** |
| Predictable work pattern normally expected with frequent requirement for concentration.  Cope with frequent interruptions and competing priorities.  Concentration required for data entry, note taking and typing documents.  Undertaking a range of duties covering for other admin and clerical staff during sickness, absences and annual leave. This may involve travelling and working in other units. |
| **EMOTIONAL EFFORT** |
| Occasionally manage a difficult situation, which may arise with angry/upset clients and telephone callers.  May have to type sensitive/disturbing information. |
| **WORKING CONDITIONS** |
| Working in an office environment using computer equipment for long periods. |
| **OTHER RESPONSIBILITIES** |
| Take part in regular performance appraisal.  Undertake any training required in order to maintain competency 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. |
| **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.  At the Royal Devon, we are committed to reducing our carbon emissions and minimising the impact of healthcare on the environment, as outlined in our Green Plan available on our website. We actively promote sustainable practices and encourage colleagues to explore and implement greener ways of working within their roles. |

PERSON SPECIFICATION

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| **Job Title** | Senior Medical Secretary |

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| **Requirements** | **Essential** | **Desirable** |
| **QUALIFICATION/ SPECIAL TRAINING**    Good Standard of Education  Relevant keyboard qualification (Advanced) i.e. RSA III  NVQ 3 Business Administration or Team Leadership or Customer Care or equivalent experience  AMSPAR or British Medical Secretary qualification which includes medical terminology  Additional relevant knowledge acquired through further experience | E  E  E  E  E |  |
| **KNOWLEDGE/SKILLS**  Effective interpersonal, organisational and communication skills  Advanced IT/Keyboard skills including use of Word, Outlook, Powerpoint and Excel. Audio typing.  Ability to manage own workload and to supervise the workload of others and ability to delegate tasks  Knowledge of medical terminology | E  E  E  E |  |
| **EXPERIENCE**  Proven clerical/administrative experience within customer care environment working at a senior level  Experience of supervising lower banded staff  Previous NHS/Social Services experience  Cash management | E | D  D  D |
| **PERSONAL ATTRIBUTES**  Reliability and flexibility, able to contribute to changing demands of the service.  Effective interpersonal, organisation and communication skills  Willing to undertake training relevant to the post.  Ability to work within a team and delegate tasks to and supervise lower bands.  Ability to demonstrate a diplomatic caring attitude whilst maintaining confidentiality. | E  E  E  E  E |  |
| **OTHER REQUIREMENTS**  The post holder must demonstrate a positive commitment to uphold diversity and equality policies approved by the Trust.  Ability to travel to other locations as required | E  E |  |

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|  | | **FREQUENCY**  **(Rare/ Occasional/ Moderate/ Frequent)** | | | |
| **WORKING CONDITIONS/HAZARDS** | | **R** | **O** | **M** | **F** |
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| **Hazards/ Risks requiring Immunisation Screening** | |  |  |  |  |
| Laboratory specimens | N |  |  |  |  |
| Contact with patients | N |  |  |  |  |
| Exposure Prone Procedures | N |  |  |  |  |
| Blood/body fluids | N |  |  |  |  |
| Laboratory specimens | N |  |  |  |  |
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| **Hazard/Risks requiring Respiratory Health Surveillance** |  |  |  |  |  |
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| 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) | N |  |  |  |  |
| Animals | N |  |  |  |  |
| Cytotoxic drugs | N |  |  |  |  |
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| **Risks requiring Other Health Surveillance** | |  |  |  |  |
| 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 |  |  |  |  |
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| **Other General Hazards/ Risks** | |  |  |  |  |
| VDU use ( > 1 hour daily) | Y |  |  |  | X |
| Heavy manual handling (>10kg) | N |  |  |  |  |
| Driving | N |  |  |  |  |
| Food handling | N |  |  |  |  |
| Night working | N |  |  |  |  |
| Electrical work | N |  |  |  |  |
| Physical Effort | Y | X |  |  |  |
| Mental Effort | Y |  |  |  | X |
| Emotional Effort | Y |  | X |  |  |
| Working in isolation | N |  |  |  |  |
| Challenging behaviour | Y |  | X |  |  |