

CONDITIONS OF APPOINTMENT CONSULTANT GASTROENTEROLOGIST PALMERSTON NORTH HOSPITAL

EMPLOYMENT AGREEMENT

This is a full time appointment and is subject to the conditions contained in this schedule and MidCentral District Health Board's Policies.

▪ **QUALIFICATIONS**

Person specification is attached.

▪ **DUTIES AND RESPONSIBILITIES**

The duties and responsibilities are set out in the attached job description.

▪ **NATURE OF APPOINTMENT**

Your terms and conditions for the first 30 days of your employment will be based on an individual employment agreement (which has the same terms and conditions as the New Zealand District Health Boards Senior Medical and Dental Officers Collective Agreement). During this period of time you will have the opportunity to consider whether you wish to become a party to the Collective Agreement which will require that you become a member of the union. The union which represents employees in this collective is the Association of Salaried Medical Specialists.

Whole-time employees shall not engage in any other business or occupation without the prior consent of the Chief Executive Officer.

Acceptance of an appointment will be deemed to imply acceptance of these conditions.

▪ **TENURE**

The appointment shall be subject to three months notice in writing on either side, but in the event of the employee being guilty of conduct unbecoming to the position or being unable to discharge the duties of the office the appointment may be terminated forthwith.

▪ **INSURANCE**

The appointee must take out and maintain in force professional indemnity protection (eg. Medical Protection Society) in respect of alleged professional negligence or unskilful treatment of patients and it is recommended that advantage be taken of the unlimited indemnity which is available. The cost of this will be reimbursed by MidCentral District Health Board, subject to it not having been reimbursed by a previous employer.

▪ **SALARY**

The commencing salary for this appointment will be within the Specialist Scale, NZ\$113,500 - NZ\$163,500 per annum (based on a 40 hour week), pro rata to hours worked, with movement through the 13 steps being by annual increment, subject to agreed performance criteria.

When an employee is required to work in excess of 40 hours a week in order to complete their non-rostered duties, these hours will be remunerated at the hourly rate of the base salary.

In addition to this base salary, employees required to undertake on-call duties out of normal working hours will receive, as part of their Remuneration Schedule, an availability allowance which will take into account the frequency of the roster and the immediacy of availability required. Any

hours worked outside of normal working hours, as part of the on-call roster, will be paid at time-and-a-half the ordinary hourly rate.

▪ **ANNUAL LEAVE**

The annual leave entitlement is 30 working days per annum pro rata, in addition to 11 Public Holidays.

▪ **SICK LEAVE**

Sick leave will be granted as and when such circumstances arise. If sickness exceeds three months, MidCentral District Health Board may seek a medical review in respect of the employee's ability to return to work. The Organisation offers an Employee Assistance Programme for employees whose work performance is being adversely affected by personal problems. Such assistance is provided on a strictly confidential basis and receiving such assistance is in no way detrimental to an employee's career.

▪ **CONTINUING MEDICAL EDUCATION**

The appointee will be entitled to 10 paid days of leave per annum, pro rata for the purposes of professional development, plus agreed reasonable travelling time. This may be accumulated for up to three years. In addition, the appointee may claim reimbursement of professional development costs of up to \$8,000 (pro rata) per annum. This level of reimbursement may be accumulated for up to three years.

▪ **VARIATION OF CONDITIONS OF APPOINTMENT**

The Organisation reserves the right to amend or alter these duties and conditions from time to time as circumstances warrant a change.

▪ **HEALTH DECLARATION**

Attached is a Health Declaration Form that all medical applicants are required to complete and return with their application.

▪ **DECLARATION OF CRIMINAL CONVICTIONS**

Attached is a Declaration of Criminal Convictions & Charges Pending Form that all medical applicants are required to complete and return with their application.

▪ **DECLARATION OF MEDICAL LICENSE LOSS OR SURRENDER**

Attached is a Declaration of Any Loss or Surrender of Medical License to Practice or Hospital Suspensions Form that all medical applicants are required to complete and return with their application.

▪ **RELEASE OF LIABILITY**

Attached is a Release of Liability Form that all medical applicants are required to complete and return with their application.

▪ **CONFIDENTIALITY**

Attention is drawn to the obligations of employees as set out in the Health Amendment Act (No 2) 1993. This refers to the divulging of information concerning patients and states that no person employed by the Organisation shall give any information concerning the condition or treatment of any patient to any person not employed by the Organisation other than where specifically authorised by the Act. There is an obligation on all employees not to divulge confidential Organisation information or business to persons not entitled to know. A breach of this could result in disciplinary action being taken.

The appointee must become familiar with the Privacy Act 1993 and the Health Code of Practice 1994.

▪ **DISCIPLINARY POLICY AND RULES OF CONDUCT**



Applicants are advised that it is a condition of appointment that employees are required to abide by the Organisation's Rules of Conduct, a copy of which will be provided on appointment, or on request.

▪ **SMOKE-FREE WORKPLACE**

MidCentral District Health Board is a smoke free environment. As such employees are not permitted to smoke on MidCentral District Health Board's sites.

▪ **PAYMENT OF SALARY**

It is a condition of appointment that the appointee's salary be paid by direct credit to a bank account.

▪ **'SHARED APPROACH TO WORK PRINCIPLES'**

Developing a shared approach to working together

It is important that MidCentral Health has a healthy and safe working environment in which all employees feel their contribution is valued and appreciated. The actions and behaviours below are intended to provide a guide and assist us all to develop and maintain this environment.

- To be happy and proud in our work we will:
- Care for and support each other to have a safe work environment
- Treat each other with trust and respect, recognising cultural and other differences
- Communicate openly, honestly and act with integrity
- Enable professional and organisational standards to be met
- Support each other to achieve, and acknowledge contributions and successes

▪ **GENERAL**

Applicants are required to complete the official form of application and return it with the names and addresses of three confidential referees and any other information considered pertinent to the **Human Resource Department, Palmerston North Hospital, Private Bag 11-036, Palmerston North, New Zealand.**

In so applying, applicants agree and accept that every referee's report will be made under Section 27 (1) (c) of the Official Information Act 1982 and will not be released or its content disclosed to the applicant or to any person on their behalf, unless the Ombudsman so recommends.

The Organisation is committed to a policy of Equal Employment Opportunity.

JOB DESCRIPTION

TITLE:	Gastroenterologist
DEPARTMENT:	Internal Medicine
LOCATION:	Palmerston North Hospital and other peripheral hospitals, eg Horowhenua Health Centre and Dannevirke Community Hospital.
RESPONSIBLE TO:	The Clinical Director, Internal Medicine, and the Group Manager, Acute Services
FUNCTIONAL RELATIONSHIPS WITH:	Patients and relatives Senior medical staff, registrars and house officers Nursing staff in the medical wards and clinics Other health care team members, eg General Practitioners, Ward Assistants, Allied Health Professionals

PRIMARY OBJECTIVES:

To provide a high standard of clinical practice and clinical expertise and effective gastroenterological and general medical services to the community and region served by the Organisation.

To provide advice to the Group Manager, Acute Services, on general medical and gastroenterological management matters and professional standards of practice.

To provide supervision and instruction for Resident Medical Officers rostered to the general medical and gastroenterology services.

RESPONSIBILITIES:

AREAS OF RESPONSIBILITY/KEY TASKS		MEASURES OF PERFORMANCE	
ASSESSMENT			
1. CLINICAL			
1.1	Delivery of clinical care to patients requiring gastroenterology services and assisting with delivery of clinical care to patients requiring general medical services.	1.1	<ul style="list-style-type: none"> Maintains a high standard of professional care in accordance with the NZMA Code of Ethics, statutory and regulatory requirements and Organisation policies, and any subsequent amendments thereto. Takes professional care of and undertakes delegated clinical responsibilities for gastroenterology patients. Conducts outpatient clinics and ward rounds, and other duties, using the allocated time efficiently and effectively towards achieving the goals of the annual Business Plan. When necessary, assists in the management of patients with emergencies. Sees and advises promptly on patients referred for a gastroenterology opinion.
1.2	Assisting with the provision of acute specialist care for general medicine.	1.2	<ul style="list-style-type: none"> Shares on-call duty periods, providing 24 hour cover for the acute general medical service. When “on-call” is available to respond within 5 minutes to requests for telephone advice, and to attend to patients requiring care within 20-30 minutes.
1.3	Patient information and informed consent.	1.3	<ul style="list-style-type: none"> Gives patients a full explanation of all procedures and treatments. Obtains informed consent for all patients in accordance with the Organisation’s policy for undertaking any operation, test or procedure.
1.4	Health Promotion and Disease Prevention.	1.4	<ul style="list-style-type: none"> Advises patients about the advantages of healthy lifestyles and specific measures that may prevent recurrences of ill health. Participates in health promotion awareness campaigns relevant to her/ his speciality and the goals of MidCentral Health.
1.5	Staff and patient relations.	1.5	<ul style="list-style-type: none"> Maintains effective interpersonal relationships with multidisciplinary staff, patients and relatives/whanau. Handles problems and complaints sensitively.
2. TEACHING			
2.1	In-service education of Resident Medical Officers.	2.1	<ul style="list-style-type: none"> Provides clinical supervision and teaching for House Surgeons and Medical Registrars.
2.2	Formal teaching activities for other health professionals.	2.2	<ul style="list-style-type: none"> Provides teaching or educational presentations for nurses, resource nurse and other health professionals or groups with a gastroenterology interest.
3. MANAGEMENT/ADMINISTRATION			
3.1	Management within the Service.	3.1	<ul style="list-style-type: none"> Utilises staff, technological, pharmaceutical and other publicly funded resources prudently and efficiently for cost effective patient care.

AREAS OF RESPONSIBILITY/KEY TASKS		MEASURES OF PERFORMANCE	
			<ul style="list-style-type: none"> • Participates in monitoring resource allocation and decision making within the service. • Provides reports and information as required by Group Manager, Acute Medical Services. • Participates in the development and updating of clinical management guidelines, including integrated clinical pathways.
3.2	Management of Resident Medical Officers.	3.2	<ul style="list-style-type: none"> • Assists with the supervision of, and provision of feedback on performance to, resident medical officers within the Renal /Internal Medical Service.
3.3	Maintenance of adequate records and reports to referring doctors.	3.3	<ul style="list-style-type: none"> • Comprehensive, accurate and up-to-date medical records are maintained for all patients under the Medical Officer care. • Medical reports and discharge letters on inpatients as well as outpatient letters on patients seen by the Medical Officer are completed and dispatched in a timely manner.
4. PERSONAL EDUCATION AND RESEARCH			
4.1	Knowledge and practice updated and maintained.	4.1	<ul style="list-style-type: none"> • Demonstrates evidence of continuing self-education through, for example, attendance at relevant courses/ seminars/conferences; reading relevant literature. • Utilises appropriately annual entitlement of Continuing Medical Education Leave. • Attends and actively participates in local post-graduate medical education activities. • Participates in RACP MOPS programme or equivalent.
4.2	Research activities relevant to gastroenterology.	4.2	<ul style="list-style-type: none"> • Projects are approved by the Organisation's Ethics Committee, ethical guidelines are followed and research is published. • Carries out reviews of drugs, equipment and methods of clinical management as time permits.
5. QUALITY ASSURANCE/PEER REVIEW			
5.1	Participates in quality assurance programmes.	5.1	<ul style="list-style-type: none"> • Attends and participates in regular departmental audit/peer review activities, including morbidity/mortality reports. • Attends and participates in Renal Service Quality Assurance activities. • Quality of written records meets specified standards. • Patient satisfaction is positive. • Peer review is favourable. • Meets with colleagues to discuss and record performance issues and professional/personal development, at least annually.



AREAS OF RESPONSIBILITY/KEY TASKS		MEASURES OF PERFORMANCE	
6. HEALTH AND SAFETY			
6.1	An understanding and application of Health and Safety requirements.	6.1	<ul style="list-style-type: none">• Has knowledge of and able to apply MidCentral Health's emergency procedures, location of safety equipment and materials.• Is aware of and can identify hazards to which they may be exposed and they may create.• Is able to prevent or minimise the adverse affects of hazards.• Applies health and safety related skills and knowledge to all work practices.

November 2001

PERFORMANCE CRITERIA SENIOR MEDICAL AND DENTAL OFFICERS

The following performance criteria are related directly to current employment agreements for Senior Medical and Dental Officers (SMO/SDO's), legislation and MidCentral Health's Critical Success Factors (CSF), and apply to all SMO/SDO's, with variations for each specialty as appropriate.

Key Performance Indicators (KPI's) for each SMO/SDO will be related to MidCentral Health's Strategic Imperatives from the annual Business Plan, and will be negotiated on an individual basis between the SMO/SDO and the Clinical Director/Company Manager.

The annual performance review for each SMO/SDO will take into account the following performance criteria and individual KPI's.

MidCentral Health's objectives are:

- * To provide quality customer services
- * To develop business relationships
- * To provide efficient health and disability services
- * To be a good employer
- * To exercise social responsibility
- * To maximise the value of the shareholders' investment

1. TO PROVIDE QUALITY CUSTOMER SERVICES

CSF: Patient Rights

CSF: Patient Centred Systems

Patient satisfaction, measured by both formal and informal feedback, is positive in terms of the medical care provided, including informed consent, provision of information and professional relationship with the patient.

Treats patients with respect, and shows consideration for their personal privacy, maintenance of dignity and independence, social and cultural needs, religious values and beliefs.

Provides patients with fair treatment without discrimination or pressure, and facilitates the provision of an environment which encourages them as part of the informed consent process, where practicable, to participate in decision-making about their treatment.

Sees and advises promptly on patients referred for a specialist opinion; provides and/or supervises clinical care including the assessment, investigation, treatment and appropriate referral of patients who present to the Renal Service.

Responds to patient complaints promptly and sensitively.

Ensures patient treatment is documented and discharge planning and referral processes are appropriate, timely and comprehensive.

CSF: Best Possible Clinical Outcomes

CSF: Professional and Ethical Standards

CSF: Agreed Best Practice

Clinical outcomes are measured through clinical audit and peer review, and are satisfactory; takes appropriate action where unsatisfactory outcomes are identified.

Achieves maintenance of professional standards requirements (or equivalent) set by the appropriate College and maintains professional standards of conduct.

Achieves and maintains MidCentral Health credentialling.

Provides services in accordance with MidCentral Health clinical protocols, guidelines and policies.

Develops or acquires new skills, procedures or qualifications which contribute positively towards the quality of service provision and achievement of contracted obligations.

Develops, documents and practices in accordance with best practice guidelines relevant to specialty.

CSF: Safe Therapeutic Environment

Practises in a culturally safe manner.

Adheres to MidCentral Health infection control policies and guidelines.

Ensures that patients are assessed and treated immediately on the basis of their priority, promoting the flow of patients by identifying those who could be fast tracked and mobilising resources to achieve this.

If Internal Medicine has reached a state of overload, works in close liaison and co-operation with the nursing staff, organising a response to workloads.

CSF: Family/Community Context

Ensures that family/significant others are informed and involved.

CSF: Continuous Improvement

Consistently reviews efficiency of own practices and participates in activities related to organisational effectiveness, eg adherence to preferred medicines list.

Achieves or exceeds agreed levels of performance measured against quality performance indicators, eg length of stay, unplanned readmission.

Initiates and participates in quality assurance and process improvement activities relevant to area of practice.

Participates in achievement of New Zealand Council on Healthcare Standards accreditation in area of specialty or organisational-wide.

2. TO DEVELOP BUSINESS RELATIONSHIPS

CSF: Favourable Business Relationships

Represents MidCentral Health positively in relationships with other providers, purchasers, sectors and authorities.

CSF: Clear Boundaries

In contributing to the organisation and provision of quality health services, demonstrates an awareness of own and other's accountabilities, responsibilities and obligations, both within MidCentral Health and externally.

CSF: Documented Agreements

CSF: Monitoring Agency Requirement

Complies with written agreements, both with internal services and external agencies.

Provides information and reports which are required to fulfil reporting requirements, both internally and for external agencies.

CSF: Work Together

CSF: Communication Processes and Information Sharing

As negotiated/agreed with the Clinical Director/Company Manager, participates in activities with external agencies which involve the sharing of information, expertise and/or resources.

3. TO PROVIDE EFFICIENT HEALTH AND DISABILITY SERVICES

CSF: Perform to Contract

CSF: Defined Range and Scope of Services

Provides services in accordance with the defined range as per the MidCentral Health Statement of Intent and Business Plan, and as purchased.

Meets agreed contribution towards achieving the service contract, including meeting quality standards, access or exit criteria, legal requirements and all components of service specifications, volumes, and other defined outputs.

Fulfils scheduled commitments as per the work schedule.

Participates in service planning activities related to meeting contract requirements.

CSF: Fair and Equitable Systems

Participates in the development and maintenance of fair, consistent systems for managing waiting times, appointment scheduling and referrals.

Participates in the development and maintenance of entry and exit criteria and prioritisation criteria.

CSF: Appropriate Locations

Works positively and co-operatively towards achieving service goals and contract requirements related to changes in location of service provision such as increased ambulatory care, increased community home-based care, visiting services to rural areas and reduced emphasis on inpatient services.

CSF: Efficient Resource Utilisation

Uses time and resources effectively, efficiently and productively towards achievement of MidCentral Health's objectives and own KPI's.

Maintains comprehensive, accurate and up to date records for all patients.

Completes patient reports and dispatches these in a timely manner and according to any contractual requirement.

CSF: Integrated Services

Actively works towards maximising co-operation between services and with other providers.

Recognises linkages between services and takes these into account when considering initiatives within own service.

Has an up to date knowledge of relevant disaster plans, the department's capabilities and responsibilities in the event of disasters, and other related resources in the region.

CSF: Statutory Requirements

Is aware of and complies with statutory requirements.

4. TO BE A GOOD EMPLOYER

CSF: Employment Practices

CSF: Agreements and Legislation

CSF: Right Person, Qualifications and Job

CSF: Workforce Diversity

Understands the principles of equal employment opportunity and complies with MidCentral Health's human resources policies.

Ensures that medical officers of special scale and resident medical officers are managed within the terms of their Collective Agreements or Individual Employment Agreements and MidCentral Health's human resources policies.

CSF: Effective Performance Management

CSF: Individual Development and Education

Provides education for medical officers of special scale, resident medical officers, and other staff as appropriate, both formally and informally.

Performance issues of resident medical officers are addressed in a timely and supportive manner, in conjunction with the Intern Supervisor or RMO Director as appropriate; performance issues of medical officers of special scale are addressed in a timely and supportive manner, in conjunction with the Clinical Director.

Utilises annual Continuing Medical Education Leave entitlement to maintain and develop own skills and knowledge.

In consultation with the Clinical Director/Company Manager, sets annual KPI's, identifies professional development needs and develops a plan to meet these.

Maintains professional contacts through membership of local, regional or national professional groups or advisory bodies.

CSF: Effective Leadership

Provides clinical leadership for medical officers of special scale, resident medical officers, and other staff as appropriate.

Role models professional standards of behaviour, maintains professional relationships and demonstrates a high standard of personal and professional integrity.

Supports and encourages others in the achievement of MidCentral Health's objectives.

Participates positively in team development and change management.

CSF: Effective Communication

Communicates openly, honestly and effectively.

Maintains a loyal and confidential relationship with the management and staff of MidCentral Health.

Addresses issues of concern with those involved, taking appropriate responsibility for identifying and implementing solutions.

Participates co-operatively and positively as a health team member, contributing to the maintenance of harmonious interpersonal relationships.

Develops and maintains a positive partnership with the Clinical Director and Company Manager.

Displays respect and tolerance towards others, recognising and acknowledging their contributions.

Is able to receive and give feedback in a constructive and supporting manner.

CSF: Safe Working Environment

Participates in the maintenance of a safe working environment, promptly notifying identified hazards and encouraging other staff to be aware of their own safety as well as that of others.

5. TO EXERCISE SOCIAL RESPONSIBILITY

CSF: Community Consultation

CSF: Community Expectations

CSF: Share Health Expertise

Participates in community health education activities relevant to speciality.

Educates patients about the advantages of maintaining a healthy lifestyle, referring them for appropriate support as necessary.

If required to represent MidCentral Health in an official capacity in community or consultation activities, promotes the interests of MidCentral Health in a positive manner.

As negotiated/agreed with the Clinical Director/Company Manager, provides education for primary providers such as GP's and practice nurses.

CSF: Treaty of Waitangi

Complies with MidCentral Health's Treaty of Waitangi Policy.

CSF: Ethical Business Practices

Research complies with ethical guidelines and organisational policy

6. TO MAXIMISE THE VALUE OF THE SHAREHOLDERS' INVESTMENT

CSF: Risk Management

Minimises organisational risk through compliance with statutory and regulatory requirements and maintenance of own competence/safe practice.

Is familiar with and complies with MidCentral Health policies, procedures and protocols.

Reports critical incidents and potentially compensatable events.

CSF: Financial Performance

Clinical decisions and decisions with financial implications reflect an understanding of the necessity for MidCentral Health to maintain clinical and financial viability.

Actively pursues and implements ways in which expenditure can be contained.

CSF: Integrated Planning

Participates in service planning activities which are consistent with MidCentral Health's objectives.

CSF: Strategic Direction

CSF: Considered Investments

Seeks out alternative revenue sources/identifies new initiatives, and participates, together with the Clinical Director and Company Manager, in pursuing these.

Participates, as appropriate, in activities related to the advancement of MidCentral Health's service provision, eg new health technology, information technology.

INDIVIDUAL KEY PERFORMANCE INDICATORS SENIOR MEDICAL AND DENTAL OFFICERS

VISION	MidCentral Health - the leading provider of health and disability services
VALUES	Employ the right people; promote personal and professional growth; work in a partnership style; make opportunities happen; deliver effective health care; provide best possible value
OBJECTIVES	To provide quality, customer services To develop business relationships To provide efficient health and disability services To be a good employer To exercise social responsibility To maximise shareholders' investment
CRITICAL SUCCESS FACTORS	Each objective has a number of Critical Success Factors. See Performance Criteria for Senior Medical and Dental Officers
STRATEGIC IMPERATIVES	Strategic Imperatives related to MidCentral Health's objectives will be taken from the current business plan, and those particularly relevant to the individual SMO/SDO for the following 12 months will be identified in consultation between each SMO/SDO and their Clinical Director/Company Manager
KEY PERFORMANCE INDICATORS	These will relate to the above strategic imperatives, and will be negotiated on an individual basis between each SMO/SDO and their Clinical Director/Company Manager. The annual performance review for each SMO/SDO will take into account achievement of these individual KPI's as well as the Performance Criteria for Senior Medical and Dental Officers.

MIDCENTRAL HEALTH GASTROENTEROLOGIST PERSON SPECIFICATION

- Registered as a Medical Practitioner with the Medical Council of New Zealand or eligible for registration with the Medical Council to enable practice within the Organisation's area
- Holds a higher qualification appropriate to the speciality, which is recognised by the Medical Council of New Zealand for Vocational Registration in Internal Medicine
- Has been qualified at least seven years and has had at least five years' experience in the speciality of Gastroenterology
- Commitment to auditing standards of practice
- Proven knowledge of modern skills and techniques within Gastroenterology
- Has demonstrated a high standard of clinical care, management and time management skills
- Is committed to continually updating skills and treatment methods
- Has demonstrated teaching skills in respect of junior medical staff, other staff, patients and their families
- Awareness of and sensitivity to cultural differences
- Ability to work effectively within a multidisciplinary team
- Ability to work effectively within a service and organisation committed to continuous quality improvement and to achieving accreditation

Gastroenterologist - Palmerston North Hospital Physical Requirements

Every effort has been made to outline requirements clearly. If a potential applicant has uncertainties about their ability to fulfil these physical requirements, enquiry should be made whether it would be possible to accommodate a particular issue by obtaining advice from Occupational Health Unit/ Infection Control Team.

- Ability to move about and undertake necessary duties throughout Palmerston North Hospital.
- Ability to sit and minimal ability to stand, walk, stretch, twist and bend.
- Manual dexterity sufficient to undertake patient examinations, endoscopies and other special procedures related to gastroenterological assessment as well as undertake necessary documentation.
- Visual ability sufficient to read and observe sufficiently to examine patients, operate necessary equipment, undertake necessary procedures enabling accurate performance of essential job duties
- Hearing and speech, sufficient to communicate with patients / caregivers / co-workers and accurately undertake necessary examination procedures.
- A high degree of mental concentration is required.
- Ability to wear facemasks for protection against infectious disease and gloves for short periods of time and have infrequent contact with latex rubber.
- Skin condition should allow frequent contact with water, soap/disinfectant soap or alternative hand cleaning preparations acceptable for infection control purposes.
- Absence of a health condition which could increase appointee's susceptibility if exposed to infections more frequently than in daily living.
- The appointee's health condition should not result in undue hazard to appointee/client or others as a result of exposure to blood, body waste or infectious disease. (Note MidCentral Health Policy for Work Restriction of Staff with Communicable Disease, particularly the Skin Appendix. Compliance with 'Medical Council Policy on Transmission of Major Viral Infection' is required.
- Work may present a hazard to immuno-compromised persons.
- Freedom from colonisation or infection with MRSA.
- Must be able to function under rapidly changing and demanding conditions.