Candidate information pack

Great healthcare from great people

Consultant in Neonatal Medicine
William Harvey Hospital, Ashford
344-MED9607SDW
Dear candidate,

Welcome to East Kent Hospitals University NHS Foundation Trust.

We are a pioneering Trust, on an exciting journey of healthcare transformation, with award-winning research and innovation, and a strong team ethos. We're looking for positive clinical leaders who want to help us deliver first-class patient care to a fascinating and complex population and be part of something special. We provide the full range of district general hospital services, and some regional specialities, including the country's best performing trauma unit and robotic surgery.

The William Harvey Hospital in Ashford, and Queen Elizabeth, The Queen Mother Hospital in Margate, are east Kent's district general hospitals, while Kent & Canterbury Hospital in Canterbury is a specialist services hub which provides adult medical care, inpatient renal, urology and vascular services. Our new hospital in Dover, the Buckland, and Royal Victoria Hospital, Folkestone, provide a variety of outpatient, diagnostic and minor injury services, alongside a range of services throughout the local area.

As you would expect from a large teaching Trust, we prize training doctors, nurses and other health professionals and work closely with local universities and King's College, University of London.

We are working closely with a nationally-renowned vanguard to drive pioneering local care, and have a clear clinically-led strategy to transform secondary care in east Kent from next year to deliver outstanding standards of care across all specialties. We support clinicians who see opportunities to make tertiary care available locally for our population, and we have a strong research ethic, being the highest recruiter to research studies in the county.

Our vision is ‘great healthcare from great people’, and we are proud of what we have achieved to date for our population and are excited about what’s to come.

If you would like to be part of this exciting journey, your rewarding work-life will be complemented by the advantages of living in the Garden of England, with a choice of rural, seaside and picturesque places to enjoy and live in, alongside the essentials like excellent schools and easy access to London – and Europe.

The Trust has strong links with the two local Universities and already has joint appointments with both Universities including Professorial appointments. Both Universities have submitted an exciting joint bid for the development of a Kent & Medway Medical School which if successful will see the development of the school begin by 2019. The Trust is happy to consider support for research, education and development of doctors within the Trust.

One of the largest acute trusts in England, we have a predicted turnover of £540 million for 2015/16. We serve a population of 759,000 people, employ 7,950 staff and have 1,100 beds across three main acute hospital sites. We achieved Foundation Trust status in 2009.

If you think this could be the start of something special, please apply as quickly as possible using the electronic application form on the NHS Jobs website, because we will close the advert for this job once we’ve received sufficient applications.

If you have a disability or long-term health problem, we are committed to offering reasonable adjustments throughout the recruitment process and employment. If you would like more information or support, please contact the Resourcing Team on 01227 866450 or resourcing@nhs.net, who will be happy to help.

Yours faithfully,

Matthew Kershaw, Chief Executive
Our vision, mission and values

Our vision is: “Great healthcare from great people”

Our vision is deliberately simple but sums up what we want to achieve for every patient every day.

Our mission is: “Together we care: improving health and lives”

Our mission statement explains why we exist – what East Kent Hospitals is here to do.

Our values are:

- People feel cared for as individuals
- People feel safe, reassured and involved
- People feel teamwork, trust and respect sit at the heart of everything we do
- People feel confident we are making a difference

Our values describe what’s important to us and what we want it to feel like to work and be treated here.

Our priorities are:

Patients
We want to enable all our patients (and clients who are not ill) to take control of all aspects of their healthcare by 2021.

People
We want to identify, recruit, educate and develop a talent pipeline of clinicians, healthcare professionals and broader teams of leaders, skilled at delivering integrated care and designing and implementing innovative solutions for performance improvement.

Provision
We want to clearly identify ‘what business we are in’, ‘what we want to be known for’ and ‘what our core services are’. We need to provide the right services and do it well.

Partnerships
We want to define and deliver sustainable services and patient pathways together with our health and social care partners, by 2021.

You can find out more about what we do on our website at www.ekhuft.nhs.uk and view our organisational structure charts here.
Job Description

THE SPECIALIST SERVICES DIVISION

<table>
<thead>
<tr>
<th>Divisional Director:</th>
<th>Dr Trish Hubbard</th>
</tr>
</thead>
<tbody>
<tr>
<td>Divisional Medical Director:</td>
<td>Dr Elhussein Rifidah</td>
</tr>
<tr>
<td>Divisional Head of Nursing:</td>
<td>Elizabeth Mount</td>
</tr>
</tbody>
</table>

THE NEONATAL UNIT AT THE WILLIAM HARVEY HOSPITAL

The neonatal intensive care unit at the William Harvey Hospital is one of 4 level 3 neonatal units within the South East Coast Operational Delivery Network (SEC ODN). There are 25 cots in total (7 NICU cots, 4 HDU cots and 14 SCBU cots) with plans to increase by a further 2 cots by re-allocation of neonatal cots from the Queen Elisabeth the Queen Mother (QEQM) special care unit in Margate. Referrals for neonatal care are from within the Trust, within the network and sometimes from out of network. The neonatal unit provides full medical intensive care services including therapeutic hypothermia, nitric oxide and management of extremely preterm infants. Neonatal surgical and cardiac patients are transferred to the neonatal unit at the Evelina Children’s Hospital. Transitional care (TC) is provided on Folkestone ward (postnatal ward) and there are plans underway to develop a dedicated 4-6 bedded TC area. There is an active neonatal research program incorporating NIHR portfolio studies and local research collaborations with the University of Kent. Regular neonatal simulation training is also being developed and we have access to a simulation suite within the hospital. Activity is about 1800-2000 days/year of level 1 neonatal intensive care. There are approximately 4000 deliveries a year at WHH and a total of approximately 7000 deliveries within the East Kent region. Within the Trust, there is also additional cot capacity at a level 1 neonatal unit (SCU) at QEQM Hospital in Margate with 10 SC cots and 2 HDU cots. The QEQM neonatal unit is staffed by the Paediatric team at this hospital. Babies from QEQM Hospital who require intensive care are transferred to the NICU at the William Harvey Hospital.

Consultant staffing at the William Harvey Hospital NICU is provided by a team of 6 Consultants working a consultant of the week system. Four have duties entirely within neonatology, while the others have other clinical interests when they are not on neonatal service. Each week there is a consultant that covers the NICU and a consultant that covers HDU/SCBU/TC and the postnatal ward. On call duties are exclusively for the neonatal unit.
**Staff**

**Consultant Staff**

- Dr Shelley Chalmers (Consultant Neonatologist/ Neurodevelopment lead)
- Dr Amit Gupta (Consultant Neonatologist/ Echocardiography/ Guideline lead/ Morbidity & Mortality lead)
- Dr Sean Mun (Consultant Neonatologist/Simulation Lead/Audit lead)
- Dr Vinit Shah (Consultant Paediatrician/Neonatologist/ Paediatric cardiology)
- Dr Vimal Vasu (Consultant Neonatologist/ Clinical lead/ Nutrition/Research)
- Advertised post (to replace existing retiring postholder)

**Non-Consultant Staff**

<table>
<thead>
<tr>
<th>Grade</th>
<th>Site</th>
</tr>
</thead>
<tbody>
<tr>
<td>7 ST4-8</td>
<td>William Harvey Hospital</td>
</tr>
<tr>
<td>7 ST1-3</td>
<td>William Harvey Hospital</td>
</tr>
</tbody>
</table>

**Nursing/Support Staff**

<table>
<thead>
<tr>
<th>Name</th>
<th>Role and Site</th>
</tr>
</thead>
<tbody>
<tr>
<td>Louise Ruiz</td>
<td>Matron (Neonatal services)</td>
</tr>
<tr>
<td>Susan Clark</td>
<td>Ward Manager (William Harvey Hospital NICU)</td>
</tr>
<tr>
<td>Anne Savage</td>
<td>Ward Manager (QEQM Hospital, Margate)</td>
</tr>
<tr>
<td>Shermi George</td>
<td>Lead neonatal research nurse/ Band 7 (William Harvey Hospital NICU)</td>
</tr>
<tr>
<td>Alison Leonard</td>
<td>Speech &amp; Language Therapist (William Harvey Hospital NICU)</td>
</tr>
<tr>
<td>Emma Cave</td>
<td>Neonatal physiotherapist (Neonatal services)</td>
</tr>
<tr>
<td>Susan Griffiths</td>
<td>Paediatric dietician</td>
</tr>
<tr>
<td>Anthony Evans</td>
<td>Paediatric/Neonatal pharmacist</td>
</tr>
</tbody>
</table>

*The Trust hosts medical students on attachment from GKT, UCL and Imperial Medical Schools and became a University Hospital linked to GKT in 2009.*

*Nursing and other staff (team support nurses)*
Support staff for the post (therapists)

DUTIES OF THE POST

Clinical: All duties of this post are for the neonatal service. This is a 10 PA post and is a replacement post for a full time Consultant in Neonatology advertised due to retirement of the existing post holder. The post holder will share the clinical duties with the other neonatal consultants. A consultant of the week system is in operation with 1 week blocks of service. The consultant of the week has no duties off site. It is anticipated that about 8-10 weeks/yr will be clinical service as consultant of the week for the intensive care nursery and a similar number in addition covering HDU/SC/TC and the postnatal ward. Neonatal sub-speciality interests, complimenting those of the existing consultant team would be desirable. The post holder will be expected to support the further development of the neonatal service and contribute to weekly neonatal outpatient follow up clinics in East Kent. There are 2 sessions/week when not on clinical service in which the post holder may pursue an area of interest within neonatology and links to an academic neonatal unit are encouraged.

Training: Regular participation in teaching and training of medical, nursing and other staff is expected. The post-holder will contribute to the planning and coordinating of the SHO and SpR induction and teaching on the unit and to neonatal training across EKHUFT. There is an opportunity for teaching and organising transport and other courses, and contribution to the wider education of unit staff. Participation in locally run UK Resuscitation NLS courses would be strongly encouraged.

Other responsibilities include:

Junior staff: Recruitment, appointment and educational supervision including educational contracts, regular appraisal, organisation of study leave, annual leave and rotas

Budget: Co-operate with the Divisional Medical Director and Divisional Director on budget issues

Communication: This will include responsibility for and arrangement of:
- Communication and liaison with all other medical and service departments within the hospital including: General Management, Medical Records, and Social Work Department
- Communication with General Practitioners will include telephone discussion of problems and writing of letters about cases seen in the department
- Communication with other hospitals and special departments in other hospitals

Teaching: Junior doctors and medical students, nurses and other paramedical staff in the team in speciality and special interest

Non-Emergency Work in Premium Time: The Trust will require you, in line with service needs to undertake non emergency work during premium time.

On Call Arrangements: On Call is 1:6 nights and weekends.
The duties and responsibilities in this job description may need further discussion in the future to ensure that they continue to meet the needs of the service, future service developments and the post holder.
Patient Safety, Clinical Governance, Education and Training

The Trust is fully committed to improving patient safety and experience. Consultants are expected to comply with GMC guidance and all Clinical Risk Management processes. They must audit their own clinical outcomes, report clinical incidents, alert the trust to risk, participate in annual appraisal and work to foster good team relationships.

It is expected that the appointee will plan a programme of personal development and continuing medical education and through the appraisal process ensure that adequate training is undertaken both to maintain their skills, knowledge and expertise and to ensure revalidation. There is extensive local support and the Trust provides reasonable costs for formal study leave.

An annual review of the job plan will take place between the Divisional Medical Director/Clinical Lead and the Consultant in accordance with the arrangements in the new contract. This will include discussions regarding the needs of the service, with agreement of objectives for clinical standards, goals and workload.

Each of the three main hospital sites has a well-equipped multi-disciplinary Education Centre, including internet facilities and a library. Each runs full programmes of educational meetings. The Trust is designated as an Associate University Provider NHS Trust for undergraduate education. Doctors in Training are recruited to the Trust from London medical schools on matching schemes.

All Consultants have responsibilities for teaching doctors, students and non-medical healthcare professionals, and should ensure they use the time allowed in their working week for duties of teaching and supervision. New Consultants are required to enrol on the Deanery Certificate of Teaching programme within the first 12 months of appointment. All Consultants should include some element of educational development within their personal development plan, using at least one half day per year of their external study leave to this end.

Research and Innovation

The Trust wishes to “make a difference to the experience and outcomes of health care to the people of Kent, the NHS and internationally through Research, Enquiry and Innovation” and we have an ambitious strategy to deliver this vision from 2016 to 2020. You can read more about our approach to research on our website.

We are one of the most research-active acute Trusts in the Kent, Surrey and Sussex region, with over 120 NIHR CRN Portfolio studies open to recruitment across more than 20 specialty areas, with at least 15 new industry funded/sponsored studies opening each year. All newly appointed Consultants are encouraged to take on the role of Principal Investigator and considerable training and support is available.

Trust clinicians are also actively supported in developing their own research ideas and participate in local, regional & international academic collaborations. We have been awarded research funding (£100k to £2m) by NIHR (RfPB and HTA), MRC, Pfizer and other major funding bodies in recent years. The Trust also has internal
funding schemes to assist researchers, including those without previous experience, to gain pump-priming monies for individual projects, or to support individual sessional research time.

We have a strategic alliance with University of Kent’s KentHealth, and have active collaborations between the Trust and all our local universities (UoK, Canterbury Christ Church University (CCCU) and Medway School of Pharmacy) as well as many other UK and international partners. A number of staff hold joint University-Trust appointments, including Centre for Health Services Studies at UoK, and the England Centre for Practice Development at CCCU with its expertise in sustainable transformation and development.

The Trust wishes to increase the number of joint appointments, and applicants who have commensurate research experience are invited to contact Dr Tim Doulton, Director of Research and Innovation.

Infection Control

In accordance with the Health Act (2006) all staff are expected to comply with National and local Infection Control policies and procedures, and any other related infection prevention policies or procedures. In addition, all staff whose normal duties are directly or indirectly concerned with patient care should ensure they have received annual mandatory training (including hand hygiene). It is expected that all Consultants will lead by example in this area which receives maximum attention.

Summary Terms and Conditions of Appointment

The post will be appointed to under the Terms and Conditions of Service for Hospital Medical and Dental Staff as amended from time to time. The post-holder is required to be fully registered with the General Medical Council and on the Specialist Register or eligible for inclusion on the Specialist Register within six months of the date of interview.

The appointee will be required to reside not more than 30 minutes away from their main base, unless specific approval is given by the Chief Executive and Medical Director. The post-holder's private residence shall be maintained in contact with the public telephone service.

The passing of a medical examination is a condition of employment. Every Consultant must adhere to the Trust policies and procedures including documentation of all activity both in outpatients and theatre.

Any Consultant, who for personal reasons is unable to work full-time will be eligible to be considered for this post; if such a person is appointed modification of the job content will be discussed on a personal basis in consultation with the Divisional Medical Director.

Salary

The Consultant salary scale is currently £76,761 rising to £103,490 per annum (pro rata where applicable).
Annual leave

The annual leave entitlement is six weeks and two days and applications are subject to approval by the Divisional Medical Director. A minimum of eight weeks’ notice of leave arrangements is requested so that adequate cover arrangements can be made. Annual leave entitlements increased for consultants with seven or more years of completed service with effect from 1 April 2005 by an additional 2 days.

Study leave

Study leave is available according to local agreements. All clinical staff are required to give eight weeks’ notice.

Removal Expenses

Where a practitioner intends to claim reimbursement of removal or associated expenses, it is important that he/she first obtains a copy of the Trust's policy on removal expenses and should discuss the proposals with the Resourcing department prior to taking up duty.

Visiting Arrangements

Further details and information may be obtained by contacting:  
Dr. Vimal Vasu (Consultant Neonatologist) on 01233651852, email: vimal.vasu@nhs.net  
Dr Abigail Price (Child Health Lead) on 01843 235128, email abigailprice@nhs.net  
You can also contact the divisional director  
Ms Trish Hubbard (Divisional Director), email trish.hubbard@nhs.net  
Dr E Rfidah (Divisional Medical Director), email erfidah@nhs.net

Candidates who are shortlisted for interview will be expected to attend a site visit as part of the selection process. Details on how this can be arranged will be sent to you with your invitation to interview.
## Person Specification

<table>
<thead>
<tr>
<th>Criteria Group</th>
<th>Essential</th>
<th>Desirable</th>
<th>Measurement/Testing method</th>
</tr>
</thead>
</table>
| **Experience**                      | • A minimum of seven years postgraduate experience. Of this three must have been spent in appropriate training posts within the UK at a higher specialist level  
  • Evidence of advanced clinical skills in neonatal medicine  
  • Exercises sound clinical risk management | Current certificate as NLS, APLS, or PALS instructor                                                                 | Application Form                                                 |
| **Skills**                          | • Full GMC Registration  
  • CCT in neonatal medicine or equivalent training (or within 6 months of obtaining CCT in neonatal medicine or equivalent training)  
  • Minimum of English Level 2 (GCSE grade C or equivalent), ILETS, or graduate of a UK Medical School  
  • The ability to converse at ease with patients/parents and provide advice in accurate spoken English is essential for the post  
  • The ability to converse at ease with customers and provide advice in accurate spoken English is essential for the post | Expertise in neonatal sub-speciality area to compliment those of existing consultants (e.g. neonatal respiratory conditions and outcomes)  
  Presentation to learned societies | Application Form and evidence brought to interview                                                |
| **Values and Commitments – People feel cared for as individuals** | • Welcoming and polite  
  • Attentive and helpful  
  • Respect others’ time  
  • Speak up on behalf of those who can’t | | Interview |
| **Values and Commitments – People feel safe, reassured and involved** | • Consistently safe  
  • Vigilant about safety  
  • Reassuringly professional  
  • Listen and clearly communicate | | Application Form |
| **Values and Commitments – People feel teamwork, mutual trust and respect sit at the heart of everything we do** | • Respect people and their dignity  
  • Work as a team  
  • Take responsibility  
  • Be a leader | | Application Form |
| **Values and Commitments –** | • Delivers the best outcomes  
  • Appreciate good work | | Application Form |

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*Note: The table contains details for a person specification, including experience, skills, and values and commitments.*
<table>
<thead>
<tr>
<th>People feel confident we are making a difference</th>
<th>• Always improving our selves/services</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Other</td>
<td>• Most roles require an on-call commitment and travel across sites. Candidates must be able to demonstrate the ability to travel effectively between sites</td>
<td>Application Form and evidence brought to interview</td>
</tr>
<tr>
<td></td>
<td>• Upholds and models the Trust values</td>
<td></td>
</tr>
</tbody>
</table>

**Additional Terms and Conditions Summary**

<table>
<thead>
<tr>
<th>Confidentiality</th>
<th>The Post holder must maintain the confidentiality of information about patients, staff and other health service business in accordance with Trust Policy.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Data Protection</td>
<td>The post-holder, for the purposes of the Data Protection Act 1998, consents to the processing of all or any personal data including sensitive personal data as defined under the Data Protection Act 1998 (in manual, electronic or any other form) relevant to their employment, by the Trust and/or any public body or any other third party as nominated by the Trust for the purposes of audit and bound by a duty of confidentiality.</td>
</tr>
<tr>
<td>Risk Management</td>
<td>The post holder will ensure compliance with the Trust’s risk management policies and procedures. These describe the Trust’s commitment to risk management, the recognition that our aim is to protect patients, staff and visitors from harm, and stress that all staff have a responsibility to minimise risk.</td>
</tr>
<tr>
<td>Infection Control</td>
<td>In accordance with the Health Act (2006) all staff are expected to comply with National and local Infection Control policies and procedures and any other related infection prevention policies or procedures. In addition all staff who’s normal duties are directly or indirectly concerned with patient care should ensure they have received annual mandatory training (including hand hygiene).</td>
</tr>
<tr>
<td>Equal Opportunities</td>
<td>The post holder will treat all colleagues, service users and members of the public with respect and dignity regardless of their gender, age, race, colour, religious beliefs, religion, nationality, ethnic origin, social background, sexual orientation, marital status, disability, real or suspected HIV/AIDS status, criminal background and Trade Union status. The Trust has Policy for Equality and it is the responsibility of all staff to ensure that this is implemented.</td>
</tr>
<tr>
<td>Safeguarding Children</td>
<td>Everyone employed by the Trust regardless of the work they do has a statutory duty to safeguard and promote the welfare of children. When children and/or their carers use our services it is essential that all concerns for the safety and welfare of children and young people are both recognised and acted on appropriately.</td>
</tr>
<tr>
<td><strong>Safeguarding Adults</strong></td>
<td>You have a responsibility to ensure you are familiar with and follow the Safeguarding Children procedures and the Trust's supplementary Safeguarding Children Policy which is accessed electronically on the Trust's Intranet site. You have a responsibility to support appropriate investigations either internally or externally. To ensure you are equipped to carry out your duties effectively, you must also attend Safeguarding Children training and updates at the competency level appropriate to the work you do and in accordance with the Trust's Safeguarding Children Strategy.</td>
</tr>
<tr>
<td>------------------------</td>
<td>-------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td><strong>Health &amp; Safety</strong></td>
<td>Everyone employed by the Trust regardless of the work they do has a duty to safeguard and promote the welfare of vulnerable adults. When patients and/or their carers use our services it is essential that all protection concerns are both recognised and acted on appropriately. You have a responsibility to ensure you are familiar with and follow Trust policies in relation to safeguarding vulnerable adults. You have a responsibility to support appropriate investigations either internally or externally. To ensure you are equipped to carry out your duties effectively, you must also attend vulnerable adult protection training and updates at the competency level appropriate to the work you do and in accordance with the Trust's vulnerable adult protection training guidance.</td>
</tr>
<tr>
<td><strong>Professional and NHS Codes of Conduct</strong></td>
<td>All staff must be aware of the responsibilities placed on them by the Health &amp; Safety at Work Act (1974) to ensure that the agreed safety procedures are carried out to maintain a safe condition for employees, patients and visitors.</td>
</tr>
<tr>
<td><strong>Financial Management and Control of Resources</strong></td>
<td>You are required to act at all times in accordance with the relevant professional Codes of Conduct and Accountability (including, where applicable, those for Board Members). In addition, all management staff must comply with the ‘Code of Conduct for NHS Managers’ and ‘Standards of Business Conduct for NHS staff’.</td>
</tr>
<tr>
<td><strong>Mandatory Training</strong></td>
<td>All staff are required to attend mandatory training as designated by the Trust.</td>
</tr>
<tr>
<td><strong>No Smoking</strong></td>
<td>East Kent Hospitals University NHS Foundation Trust has a no smoking policy. Staff are not permitted to smoke within or on Trust premises.</td>
</tr>
</tbody>
</table>

Please note that these terms and conditions are subject to change and may differ from your proposed contract should you be successful in your application.
**PROPOSED JOB PLAN** (10 PA Contract, DCC 8.2 PA, SPA 1.8 PA based on 4 week cycle)

<table>
<thead>
<tr>
<th>Work Timetable</th>
<th>Direct Clinical Care (DCC)</th>
<th>Supporting Professional Activities (SPA)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Session</strong></td>
<td>Description</td>
<td>OP Travel Ward Work Pat Admin/ M&amp;L Liaison Ward Round Parent Communication CI Diag Work Total (hrs) Teaching/ Superv Gen Admin Med Ed CPD Audit Research Travel Total (hrs)</td>
</tr>
<tr>
<td><strong>NICU WEEK</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Mon 09:00 – 13:00</td>
<td>NICU</td>
<td>2</td>
</tr>
<tr>
<td>Mon 13:00-17:00</td>
<td>NICU</td>
<td>1.5</td>
</tr>
<tr>
<td>Tues 09:00 – 13:00</td>
<td>NICU</td>
<td>2</td>
</tr>
<tr>
<td>Tues 13:00-17:00</td>
<td>NICU</td>
<td>1</td>
</tr>
<tr>
<td>Wed 09:00-13:00</td>
<td>NICU</td>
<td>1.5</td>
</tr>
<tr>
<td>Wed 13:00-17:00</td>
<td>NICU</td>
<td>1</td>
</tr>
<tr>
<td>Thurs 09:00 – 13:00</td>
<td>NICU</td>
<td>2</td>
</tr>
<tr>
<td>Thurs 13:00-17:00</td>
<td>NICU</td>
<td>1</td>
</tr>
<tr>
<td>Fri 09:00 – 13:00</td>
<td>NICU</td>
<td>2</td>
</tr>
<tr>
<td>Fri 13:00-17:00</td>
<td>NICU</td>
<td>1</td>
</tr>
<tr>
<td>Day</td>
<td>1 in 6 on call</td>
<td>Total DCC hours (basic)</td>
</tr>
<tr>
<td>------------</td>
<td>----------------</td>
<td>-------------------------</td>
</tr>
<tr>
<td>Fri 17:00 onwards</td>
<td>1 in 6 on call</td>
<td>39</td>
</tr>
<tr>
<td>Sat</td>
<td>1 in 6 on call</td>
<td>0</td>
</tr>
<tr>
<td>Sun</td>
<td>1 in 6 on call</td>
<td>2.5</td>
</tr>
</tbody>
</table>

**Total PA’s including on-calls Weekday 1: 6 and On call Weekend 1: 6**

12

**Please note:** All job plans for new consultant appointments must total 10 Programmed Activities maximum including predictable and unpredictable on-call.

On call Weekday 1: 6 and On call Weekend 1: 6 equates to 2 PA/week