

APPOINTMENT OF A FULL-TIME CONSULTANT HAEMATOLOGIST

JOB DESCRIPTION

November 2021

Introduction

A full-time Consultant Haematologist is required at The Shrewsbury and Telford Hospital NHS Trust. The position is based at the Royal Shrewsbury Hospital and with out-patient duties at The Princess Royal Hospital, Telford, as well as a consultative on-call service for the Robert Jones & Agnes Hunt Orthopaedic Hospital, Oswestry.

This is a new position due to growing service need.

The Post

The position offers 10 Programmed Activities and a 1:6 on call weekend commitment attracting 1 additional session and a 5% supplement for overnight non-resident on call working.

The team consists of 6 Consultant Haematologists working to 4.4 WTE offering the following sub-specialisation alongside a general haematology commitment:

- Dr Dewi Eden (Head of Department). Thrombosis Lead. Trials Lead. Lab Lead.
- Dr Andreea Corcoz Myeloid lead. Haemoglobinopathy lead.
- Dr George Cherian Transfusion Lead.
- Dr Emma Litt Myeloma Lead.
- Dr Stephen McKew Lymphoma Lead.
- Dr Nigel O'Connor

Department of Haematology

The Department of Haematology is based at the Royal Shrewsbury Hospital in a £4.8m Cancer & Haematology Centre which opened in September 2012. The department caters for the patients of Shropshire, Telford & Wrekin and Mid-Wales, a population of 520,000 and provides care to BSH level 2b.

Within the department is a closely knit team of Consultants & Clinical Nurse Specialists offering a broad spectrum of haematological care. Ambulatory Systemic Anti-Cancer Therapy and blood product support is delivered in our day unit with 10 seated treatment stations and 2 side rooms. The day unit side rooms also function as procedural areas for bone marrow biopsy (nurse lead) and administration of intrathecal chemotherapy. The service is co-located with the Lingen Davies Building which houses the Oncology Department, Chemotherapy Day Centre (for Oncological treatment), Radiotherapy suite, Acute Oncology Nurses, Palliative Care Team, Macmillan Information Centre and Benefits Advice Service. A Central Venous Catheter Insertion service is also located with Lingen Davies for both Haematology & Oncology.

In Telford there is a satellite service delivering out-patient care and some treatments in a small day unit. There are plans for significant redevelopment and expansion of the Telford service through the Hospital Transformation Programme.

Outpatients

The out patient service is housed in the Haematology department and consists of 5 consulting rooms with funding and approval to build a 6th consulting room (work commencing shortly). Clinics operate daily at Shrewsbury, and on most days at Telford. There is a strong focus on nurse lead activities with most clinical nurse specialists capable of some lone working (examining & prescribing). There are 3 nurse lead bone marrow biopsy lists per week. Our newly appointed Band 8 Nurse Consultant will work towards complete lone working.

The department is accessible and responsive to both external and internal referrers with 1,500 new cases per year and 14,000 follow-ups. There is a degree of out patient sub-specialisation within both the consultant and nurse specialist teams.

There is close collaboration with allied services including our Clinical Oncology Lead Dr Chatterjee and Intervention Radiologist Dr Stone for provision of radiotherapy and diagnostic workup. There is a good working relationship with both parties, who see patients expeditiously.

Regionally, the department is supported by the Haematology service at The University Hospital Birmingham which provides a level 3 BSH care, supporting autologous and allogeneic transplantation and CAR-T therapy. Shrewsbury is the second largest external referrer. There is close liaison with the Macmillan Nursing Services and the local Severn Hospice (Lead Consultant Prof D Willis).

The anticoagulant service is led by Dr D Eden but with anticoagulant nurses undertaking the management of oral anticoagulation in the community. There are over 4500 patients managed by the service. There are a small number of patients with congenital coagulation disorders under the care of Dr Eden & Dr McKew and shared care with the Bleeding Disorders Comprehensive Care Centre at the University Hospital, Birmingham.

Dr Corcoz provides the clinical lead role for a small population of patients with haemoglobinopathies managed by shared care with Sandwell & West Birmingham Hospital NHS Trust.

Inpatients

Ward 23 at the Royal Shrewsbury Hospital is the designated Oncology & Haematology Ward and has 30 beds which includes 8 side rooms, each with ensuite shower & toilet facilities. HEPA filtration is available within 6 of the side rooms. The ward is managed by a Band 7 Nurse and is supported by a junior trust grade doctor. A wide spectrum of malignant and non-malignant haematological disorders is treated and the unit looks after patients to BSH Level 2b. The ward also provides a telephone triage service for unwell patients in the community and retains direct admitting rights. A dedicated flat is available for use, free of charge, for the relatives of patients at the end of life.

MDT'S

The Multi-Disciplinary Team consists of the core Haematology Consultants, Dr Chatterjee for Clinical Oncology, Dr Burroughs for Histopathology and Dr Stone for Radiology. The team meet weekly and offer a stand alone MDT due to the 520,000 patient catchment. There is increasing collaboration with The University of Hospital Birmingham Haematology Malignancy Diagnostic Service (HMDS) for Lymph Node and Bone Marrow Trepine reporting. A business case for a full SLA with the Midlands Integrated Reporting for Haematology-Oncology Service is under way.

Academic and Trials Activity

The Department recruits into both malignant and non-malignant national trials. We have a good relationship with the Clinical Trials Team who support recruitment and management of patients. Dr Eden provides a lead in trial activity but all consultants are actively involved in

trial selection and recruitment. There is a clear and strong ambition to expand our trials portfolio.

Haematology Laboratory Workload

Over 500,000 requests per year are handled by 29 BMSs (17 at RSH, 9 at PRH and 3 at RJA) and 20 MLA staff (MLAs shared between 2 disciplines) - (476,000 blood counts). There are over 400 marrow biopsies per year, mainly undertaken by the specialist nurse team. There is a single Head BMS in Blood Sciences, with a Deputy Head BMS in Haematology and Blood Bank who are responsible for these departments in all 3 laboratories and who are managerially responsible to the laboratory lead (Dr Eden).

Bone marrow aspirates are reported locally. Flow Cytometry is offered by the Medical School Laboratory at the University of Birmingham and Cytogenetics by the West Midlands Regional Genetics Laboratory at The Birmingham Women's Hospital. Bone Marrow trephine and Lymph Node samples are reported and sent for HMDS work up at The University Hospital Birmingham. Work is ongoing to fully integrate the service. A business case for a full SLA is underway.

Accreditation of Pathology Laboratories

The Haematology & Transfusion Laboratories at Shrewsbury, Telford and Oswestry all have full UKAS accreditation. Other services are also accredited as follows:

Department of Haematology/Blood Transfusion – Full

Department of Histopathology – Full

Department of Clinical Biochemistry – Full

Department of Cytology (PRH) – Full

Department of Microbiology – Full

Clinical Nurse Specialists

We have eight band 7 specialist nurses providing 5.2WTE. The specialist nurses see all new cancer patients as well as run their own follow up clinics. A band 8 Nurse Consultant has recently been appointed with a view to full lone working.

Management Personnel

Head of Haematology Department

Dr Dewi Eden

Centre Manager (Surgery, Oncology, Haematology)

Lisa Challinor-Clough

Operations Manager (Oncology & Haematology)

Sally Hodson

Admin & Clerical

4.3 wte Medical secretaries

4 wte Admin and clerical staff

Resources

The appointed Consultant will have office facilities, IT equipment and will be provided with appropriate secretarial support.

Duties of the Post

The Haematology service is centred at the Shrewsbury site and with clinics at Telford where level 1 care is provided. All Haematologists will have responsibility for general referrals.

Current lead activity is as follows:-

Dr Dewi Eden	Head of Department Laboratory Lead	Special interest in Lymphoma, Myeloma, Thrombosis and Haemostasis
Dr George Cherian	MDT Lead	Special interest in Malignant Haematology
Dr Andreea Corcoz	Trials Lead	Special interest in Acute Leukaemia, Myelodysplasia and Myeloproliferative Disease
Dr Emma Litt	Mortality & Education lead	Special interest in Myeloma, Non-Malignant Haematology
Dr Stephen McKew	Lymphoma Lead	Special interest in Lymphoma, Non-Malignant Haematology, Thrombosis and Haemostasis
Dr Nigel O'Connor		Special Interest in low grade lymphoma, myeloproliferative disorders and general haematology

The duties are open to negotiation depending on the particular interests of the successful applicant.

Job Plan

Each member of the team will undertake 2 clinics on Shrewsbury site and 1 at Telford. There is a joint ward round of the in-patients on Thursday afternoon and this is followed by an MDT which considers all new cases of haematological malignancy.

The job involves 9.0 PA's of direct clinical activity and 1.0 PA's supporting activity. There would be the possibility of negotiating further sessions.

Monday	AM	Clinic
	PM	Ward referrals/admin
Tuesday	AM	Lab cover
	PM	SPA
Wednesday	AM	Clinic
	PM	Ward referral/admin
Thursday	AM	Clinic
	PM	Admin, Ward MDT & Cancer MDT
Friday	AM	Clinic
	PM	OFF

On call is one night in six (non-resident) with one weekend in six (1PA).

Supporting Services

Palliative and Supportive Care

A full palliative and supportive care team work within the MDT to provide seamless care to patients and their families. All members of the palliative care nursing team are nurse prescribers and utilise this in everyday practice. The Palliative nursing service has a high profile within the Trust within the clinical areas and at an executive level. The team receive direct referrals from all Consultants.

The Trust has support from a Palliative Care Consultant. The Consultant is the lead for the palliative care MDT and provides a clinic and reviews in patients with complex specialist palliative care needs. The palliative care nursing service is currently provided 9-5 Monday to Friday. Access to palliative care advice for health care professionals out of core hours is provided by the Severn Hospice.

Severn Hospice

The Severn Hospice is located across two sites, one at Shrewsbury and a new build opened in 2009 at Telford. The Trust has strong links with the Hospice and the palliative care CNS's.

The Hamar Centre

This is a purpose built centre on the Shrewsbury site. The centre provides patients with access to level 3 and 4 psychological support and provides access to a Counsellor, Clinical Psychologist and Consultant Psychiatrist. The centre also provides access to a range of complimentary therapy and there is a comprehensive range of information available.

Cancer Support and Information

The Macmillan Cancer Information and Support Centre are based in The Lingen Davies Centre and provide free information to anyone affected by cancer in a relaxed, quiet area. It provide accurate comprehensive and up-to-date information on cancer awareness, specific cancers, treatments, support groups, information about benefits and the cost of cancer support and carer's support.

TRANSFORMING CARE INSTITUTE

If you want to be part of a team, dedicated to giving patients the very best care then come and join the team of Consultants and Doctors at The Shrewsbury and Telford Hospital NHS Trust.

Our team of highly motivated Consultants and Doctors span a vast range of specialties. You will work within a well-supported and multi-disciplined team, ensuring you reach your full potential. Our hospitals are forward looking and well equipped, providing you with the very best environment to work in.

We have been building the foundations of a better future through our work with Virginia Mason and our own transforming care institute (TCI). We have introduced a leadership academy with more opportunities for development so all our leaders support, coach and perform at the highest levels, celebrate the hard work of our staff and recognise the wonderful improvements that are being made each and every day. This is a vital stepping stone to ensure we are equipped for our better future and realising our vision of providing the safest and kindest care for our patients. Leadership is about supporting teams to be the best they can be. As we move forward together it is vital all our teams understand their important role in delivering this brighter future for everyone.

EDUCATIONAL ACTIVITIES

Postgraduate activities are based in the Education Centre at the Princess Royal Hospital, which has a Medical library, a lecture theatre and a number of seminar rooms and in the Shropshire Education Conference Centre (SECC) at The Royal Shrewsbury Hospital.

Regular Clinical presentations and Clinical audit meetings are held and there is a busy programme of activities for General Practitioners and Hospital Staff.

OFFICE AND SECRETARIAL SUPPORT

You will have an office with a full range of facilities including desktop PC. You will be supported by a full time secretary, and additional administrative staff supporting the existing Cardiologists.

RESEARCH

It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest you may have, particularly if trainee members of the Department could be incorporated in the methodological and practical stages.

AUDIT

Great importance is placed upon audit within the Shrewsbury and Telford Hospital NHS Trust and you will be expected to contribute to this as part of your role; the Trust has a fully staffed Audit Department at both Hospitals with extremely well-organised teams.

APPRAISAL, REVALIDATION and mentorship

The Trust has the required arrangements in place, as laid down by the Royal College of Pathologists or the Royal College of Physicians, to ensure that all Doctors have an annual appraisal with a trained appraiser and supports all Doctors going through the revalidation process.

The Trust supports the Royal College of Pathologists or the Royal College of Physicians guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.

A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust in, as agreed with the LNC (for example, the approval and funding of study leave).

An annual job plan review at individual and departmental level is being introduced. You will be expected to participate in this exercise.

We will require to register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti revalidation system; we will complete this as soon as possible upon your commencement with the Trust.

The Trust also supports the requirements for continuing professional development as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

TERMS AND CONDITIONS OF SERVICE

The appointment is full-time / part-time and the successful candidate will be appointed on the Terms & Conditions Consultants (England) 2003.

Salary Scale (MC72): £84,559 - £114,003 per annum for 10 Programmed Activities (as of February 2020).

The post holder:

- will be in possession of a recognised medical qualification and full and specialist registration with the General Medical Council and continue hold a licence to practise.
- is advised to be a member of a recognised medical defence society or be suitably insured. Trust insurance does not cover work undertaken outside the Trust other than caring for patients and work of the Trust.
- will be expected to make sure that there are adequate arrangements for hospital staff involved in patient care to be able to contact them when necessary.
- will be expected to reside within 30 minutes or 10 miles by road of the base hospital whilst on call.
- will not be permitted to commence employment until a full medical examination has been completed with a satisfactory result or the Occupational Health Physician has satisfied himself that a full examination is not necessary. The completion of a satisfactory health questionnaire is a condition of employment.
- will not be permitted to commence employment until full clearance has been received from the Disclosure Barring Service.

The Trust operates a no smoking policy.

The Trust values its diverse workforce and is committed to taking all necessary steps to ensure that individuals are treated equally and fairly and to taking positive action to promote equal opportunities.

ACCOMMODATION

The Trust offers single residential accommodation for medical staff depending on availability. The Trust only provides single accommodation so private rental would need to be arranged for family accommodation.

OTHER FACILITIES

There is an active Doctors Mess run by the Junior Doctors Mess Committee which organise social events, parties, outings etc. There are on-site fitness centres (a membership fee is payable) available to all members of staff.

STAFF BENEFITS

There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.

VISITING

Interested candidates are encouraged to discuss the job description and visit the Department. Please contact:

Dr D Eden , Consultant Haematologist – Head of Department

Tel: 01743 261000 Ext: 1444

Email: dewi.eden@nhs.net

Lisa Challinor-Clough, Centre Manager – Haematology/Oncology/ Surgery

Tel: 01743 261000 Ext: 3808

Email: lisa.challinor-clough@nhs.net

STATEMENTS

Health & Safety

As an employee of the Trust you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action.

As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff; and
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- Disclosure of Information - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.
- Information Quality and Records Management - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

Professional Standards and Performance Review

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
- participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

Safeguarding Children and Vulnerable Adults

- We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.
- As an employee of the Trust you have a responsibility to ensure that:
 - you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
 - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

Social Responsibility

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.