

People Centred

Positive

Compassion

Excellence

JOB DESCRIPTION
FOR THE POST OF
CONSULTANT HAEMATOLOGIST
BLACKPOOL TEACHING HOSPITALS NHS FOUNDATION TRUST

Joint appointment working across

Blackpool Teaching Hospitals **NHS**
NHS Foundation Trust

&

Lancashire Teaching Hospitals **NHS**
NHS Foundation Trust

JOB TITLE:	Consultant Haematologist
TENURE:	Permanent
JOB PURPOSE:	To work as a Consultant Haematologist To work with Consultant colleagues to provide a service for patients
KEY INTERNAL RELATIONSHIPS:	Clinical and laboratory colleagues in haematology & transfusion Clinical administrative support staff Consultant colleagues in other departments Directorate and Divisional Management Teams Clinical Directors
KEY EXTERNAL RELATIONSHIPS:	General Practitioners Lancashire Clinical Commissioning Groups
LOCATION:	Sites across BTH and LTH trusts

TWO POSTS:

An excellent opportunity to join an expanding team at Lancashire Haematology Centre, a regional centre of excellence.

Blackpool Teaching Hospitals NHS Foundation Trust (BTH) are seeking to appoint 2 consultant haematologists to join a team of 6 Consultant colleagues working across both trusts.

Current position:

- Blackpool Teaching Hospitals is responsible for the delivery of all haematology services at both Blackpool & Preston (Lancashire Teachings Hospitals, LTH)
- 5 Consultants are based at Blackpool and 3 at Preston currently. 2 of the 3 based at Preston are locum positions. All 8 consultants are employed by Blackpool.
- Blackpool is a level 3 unit providing regional haematology care, including stem cell transplants and acute leukaemia treatment
- The 5 consultants at Blackpool have sub-specialised into 2 major teams – 3 treating lymphoid disorders, 2 treating myeloid disorders.
- Preston is a level 1 unit providing some in-patient care at present

Future position following successful appointments:

- The existing permanent consultant at Preston will transfer to be based at Blackpool
- These 2 new appointments will be based at Blackpool
- These 2 new appointees will be required to take on a sub-specialist interest to complement the existing lymphoid & myeloid teams.
- All in-patient haematology will be based at Blackpool.
- The new appointees will each do 2 out-patient clinics per week – one at Blackpool, one at Preston
- They will be part of a 1 in 8 week on-call rota at Blackpool. This will cover the in-patient ward at Blackpool, along with supporting middle grade doctors in answering haematological enquiries.
- Out of hours, the rota will cover both Blackpool & Preston. There is middle grade support 7 days a week at Blackpool.
- There will be a second 1 in 8 rota during weekday hours to support the middle grade doctors in Preston in answering haematological enquiries, as well as any laboratory-based work required.
- This therefore means that 6 out of 8 weeks will be non-acute, allowing opportunity to pursue activities such as teaching, training, service development & research. 7 out of 8 weekends will be yours to enjoy the beauty of the Fylde Coast, the cities of Manchester & Liverpool and further afield in the Lake District.

Applications are encouraged from experienced consultants wishing to take up a new challenge or Specialist trainees finishing their training. UK trained Specialist trainees with FRCPath must also be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT/FRCPath.

These are full time posts providing 10 Programmed Activities (PAs), however, applicants wishing to work part-time are also encouraged to apply and job plans will be adjusted accordingly, and by negotiation with appointees.

CLINICAL HAEMATOLOGY SERVICE AT BLACKPOOL

Blackpool has a well-established Clinical Haematology unit providing BCSH level 3 haematology services. This service is carried out in four main clinical areas:

- Haematology In-patient Ward
- Haematology Day Case Unit
- Ambulatory unit
- Macmillan Outpatient Suite

The Clinical Haematology Service undertakes chemotherapy for acute leukaemia and autologous stem cell transplantation for the whole of the Lancashire and South Cumbria Cancer Network. The geographical area covered is large – extending as far north as Barrow and Millom. The southern reaches of our catchment area extend down to Chorley therefore including the whole of the Lake District and the Preston area. It also covers the East Lancashire region. Our referral population is now 1.6 million people, one of the largest catchment areas for the treatment of acute leukaemia and autologous stem cell transplantation in the whole of the UK.

Acute Leukaemia Service

In 2020, we treated 46 patients with intensive chemotherapy for acute leukaemia. This includes patients with acute lymphoblastic leukaemia. This remained stable in 2021, when we treated 45 patients with intensive chemotherapy for acute leukaemia.

The haematology unit is very active in trial recruitment in acute leukaemia. We entered 70 patients into AML16. This placed us as the fifth highest recruiting centre out of the 149 centres that entered patients into this trial, and the 2nd highest recruiting centre in England. We recruited 100 patients into AML17, placing us as the 2nd highest recruiting centres in the UK. We also recruited three patients into the VALOR study, a relapsed/refractory trial in AML.

We have a wide range of ancillary services to support our acute leukaemia work. There are very good radiology services, with access to high resolution CT scans for the investigation of fungal disease. We have very close links with our Critical Care Department, as well as having dedicated Microbiology Consultant support. According to IOG guidance, pathology integration is essential; the majority of our samples for all haematological malignancies are sent to the Haematological Malignancy Diagnostic Service (HMDS) in Leeds, though review of blood films, marrow aspirate morphology and peripheral blood immunophenotyping is undertaken locally. Finally, there is a dedicated myeloid MDT with the Manchester Royal Infirmary every fortnight via a video link which discusses all new diagnoses of acute leukaemia. This MDT tracks the patients if they are proceeding towards an allogeneic procedure, and it also follows up the patients after their procedure.

There are no plans to develop an allogeneic stem cell transplantation service. The majority of patients requiring allogeneic transplants are referred to the Manchester Royal Infirmary.

Autologous Stem Cell Transplantation Service

We have a dedicated Stem Cell Transplant Clinical Nurse Specialist and two apheresis machines at BTH to support this service. Stem cell harvests are performed at BTH and the stem cells are then transferred to be stored and processed at the National Blood Service Centre in Liverpool. The stem cells are returned to us from Liverpool when required for transplant. The main indications for transplantation are relapsed lymphoma and the upfront treatment of multiple myeloma. In 2021, 46 autologous stem cell transplants were performed. Second transplants for multiple myeloma are also now undertaken and increasing in number.

The department has full JACIE accreditation. In order to ensure the required quality standards for stem cell transplantation are maintained, fortnightly Haematology Quality Meetings are held to discuss the many aspects of the service. We recognise that important lessons can be learned from the stem cell transplantation service that are equally applicable to other areas of clinical haematology, consequently,

we actively promote the reporting of adverse events and which are then fully discussed at the Quality Meeting. All reported events are investigated in detail to draw key conclusions and identify lessons learned which are then communicated to the department. We have a dedicated Quality Manager to support this quality programme.

Other work in the department

As well as functioning as a level 3 acute leukaemia service and transplant service, there is clearly a requirement to deliver general haematological advice to the rest of the hospital for coagulation, transfusion and general haematological queries. There is a very active lymphoma service, treating all varieties of lymphoma including relapsed high-grade lymphoma, Burkitt's lymphoma and lymphoblastic lymphoma. Other haemato-oncological diseases such as myeloma and chronic leukaemia are treated and we have an active clinical trials portfolio in myeloma and lymphoma.

The regional Lancashire Cardiac Centre is located at Blackpool Victoria Hospital which occasionally demands coagulation and transfusion advice from the Consultant Haematologists.

Paediatric patients are referred to the Royal Manchester Children's hospital as necessary and input from haematologists is related to diagnostic blood films only.

Blackpool is not a Haemophilia Centre but stocks of the appropriate concentrate are kept for emergencies.

Patients with haemoglobinopathies are treated locally with support from the sickle cell and thalassaemia centre in Manchester.

Facilities

The Haematology Ward has 21 beds in total, consisting of 13 single rooms, each with en-suite facilities in addition to a male 4-bedded bay and a female 4-bedded bay.

Clinics are held in the Macmillan Outpatient Suite. Consultant haematologists have no direct involvement in anticoagulant clinics.

The Haematology Day Unit consists of a dedicated apheresis room with two beds and a large day case treatment area, designed to enhance patient experience. The unit provides office space for our Speciality Doctor, separate consultation areas for consultant staff as well as spacious clinical areas and treatment rooms for patients. There is also a dedicated procedure room in the new day case facility in addition to the procedure room for bone marrow examinations on the Macmillan Outpatient Unit.

In October 2021, we opened our ambulatory chemotherapy unit. This is a purpose-built unit close to the in-patient ward that enables patients to have chemotherapy at home. This is open 8am – 8pm, seven days a week. For patients that live far from the hospital, or for those without transport, there are plans to develop a house on the hospital grounds into 4 self-contained studio apartments.

Current Haematology Staff

Our current establishment of clinical staff for BTH and LTH combined is as follows:

Consultant	Sub-specialisation
Dr Mac Macheta	lymphoma and lymphoproliferative disorders (BTH-based)
Dr Paul Cahalin	AML, CML and myeloid disorders (BTH-based)
Dr Mark Grey	myeloma, amyloidosis and lymphoproliferative disorders (BTH-based)
Dr Seye Kolade	AML, myelofibrosis & myeloid disorders (BTH-based)
Dr Raisa Camacho	CLL and lymphoproliferative disorders (BTH based)
Dr Bosko Andjelic	general haematology, lymphoproliferative disorders, coagulation
Dr Maged Gharib	Locum, general haematology
Dr Ihssan Tahan	Locum, general haematology

Dr Sharran Grey
Mylene Freires

Consultant Clinical Scientist, BTH and LTH lab director, diagnostic clinics
Nurse Consultant, therapeutic clinics

- 4 Speciality Doctors 2 based at BTH, 2 based at LTH
- 4 Advanced Nurse Practitioners, 2 based at BTH, 2 based at LTH. 1 trainee ANP based at BTH.
- 7 Haematology Clinical Nurse Specialists, 4 based at BTH, 3 based at LTH
- 3 full time Specialist Registrars on the North West Rotation based at BTH (will increase to 4 as of August 2022)
- 1 CMT2 and 1 FY2 junior doctor supporting the inpatient unit at BTH
- Dedicated Quality Manager based at BTH
- 2 dedicated Haematology Pharmacist based at BTH and 2 oncology pharmacist based at LTH
- Dedicated Ward Manager with 6 supporting band 6 Sisters
- 1 Practice Development Sister based at BTH
- 1 Dedicated Stem Cell Transplant Clinical Nurse Specialist based at BTH
- A Band 7 Day Unit manager and a Band 6 Haematology Deputy Day Unit Manager based at BTH

Secretarial: Consultants' secretaries are part of the medical directorate for managerial purposes. There will be a secretarial support structure of 3.2 WTE at the BTH site with 3 WTE at the LTH site.

Meet the Consultant team

Dr Mark Grey – also Head of Department



Qualifications: MD, FRCP(UK), FRCPath

Area of special interest: myeloma, amyloidosis, lymphoproliferative disorders, general haematology

Training: Qualified 1989 Manchester medical school, MRCP 1992, Leukaemia Research Fellow Manchester Royal Infirmary 1992 - 1994, MD Manchester University 2000, Manchester haematology training scheme FRCPath 2000

Mark has been a consultant in Blackpool since January 2014, having previously worked as a consultant in Bolton for over 10 years. His move to Blackpool was prompted by the need for a change and the interest of working in a tertiary centre allowing more specialised work including involvement with autologous stem cell transplantation and registrar training as well as the fact that Lancashire and the Fylde coast is a very attractive place where he grew up. The service has an excellent research centre which has allowed him to get involved with national and commercial trials not possible during his time in Bolton. His main subspecialist interest is myeloma, amyloidosis and other lymphoproliferative disorders in general but he also enjoys general haematology and blood film and bone marrow morphology.

Dr Mac Macheta



Mac graduated from Edinburgh University in 1987 and trained in Haematology in Leeds and Manchester. He has been a Consultant Haematologist in Blackpool since 2001, during which time he has been Chair of the Network Site-specific Group (NSSG), Chair of the Lancashire and South Cumbria Haematology Multidisciplinary Team Meetings (MDTs) and Programme Director for Stem Cell transplantation. His main interests are treatment of lymphoma, multiple myeloma and lymphoproliferative diseases.

Dr Paul Cahalin



Qualifications: MA MBBS MRCP FRCPath

Paul graduated from Downing College Cambridge in 1993, before completing his clinical training at Guy's and St Thomas' Hospitals in London in 1996. He undertook his general medical training in the South West of England, before moving to Manchester to complete his specialist haematology training at the Manchester Royal Infirmary and the Christie Hospital.

Paul's particular interests are in the treatment of myeloid disorders including acute leukaemia, myelodysplasia and chronic myeloid leukaemia. He is part of the myeloid team at Blackpool Teaching Trust.

He has been heavily involved in the recruitment of patients to national clinical trials in acute leukaemia for over 10 years. He is a member of the NCRI AML Working Party, a national committee that run clinical trials in the treatment of acute leukaemia throughout the UK.

Paul is originally from London but has lived in the North West for many years. Most of his spare time is spent with his wife, two children & dog. His main interests include cycling, walking, open water swimming and country pubs.

Dr Seye Kolade



Qualifications: BSc (hons.) Biochem, MBChB, MRCP, FRCPath

Seye undertook his speciality haematology training on the London South West rotation. He was appointed as a consultant haematologist in Blackpool in 2014

Seye's interests are myeloid disorders & anticoagulation. He treats patients with acute leukaemia & myelodysplastic syndromes, and has a particular interest in myelofibrosis.

Dr Raisa Guerrero Camacho



Interests/Sub speciality: Leading specialist in Chronic lymphocytic leukaemias.

Management of Chronic Lymphocytic leukaemia (C-CLL); Hairy Cell Leukaemia (HCL); T-cell large granular lymphocyte (LGL) leukaemia; T-cell-prolymphocytic leukaemia (T-PLL); Hodgkin and non-Hodgkin Lymphomas; Multiple Myeloma and Cell therapy in Lymphoproliferative disease.

Background/Experience:

Raisa graduated first in her class, with honours, from the Oriente University in Venezuela in 2005. She went on to earn a place at La Paz University Hospital, a level 4 Hospital, in Madrid Spain, where she continued specialised training as a Haematologist Consultant, completing this training in 2012. While there she was actively involved with complex haemato-oncology conditions, stem cell therapy, blood bank, laboratory, coagulopathies and research. She moved to the UK in 2015 and worked in hospitals at different levels, gaining experience at different approaches. She started at Blackpool Victoria Hospital in 2017 where she sub-specialised in lymphoproliferative disease. She leads the management of Chronic Lymphocytic Leukaemia, doing leading research, and running clinical and commercial trials in the UK.

Dr Bosko Andjelic



Bosko graduated from the University of Belgrade in 2001. He trained in internal medicine followed by haematology training at University Clinical Centre of Serbia, which he completed in 2011.

From 2011 to 2017, he worked full time as a Haematologist at Clinic for Haematology University Clinical Centre of Serbia, the leading haematology service in National Health System of Serbia, EHCI middle ranked European National Health System.

He completed a Master studies in Haematology in 2010, acquiring academic title Master of Science. PhD thesis defended in 2014, acquiring academic title PhD.

He was awarded by DAAD (German Academic Exchange Service) in 2010. He was awarded Certificate in Recognition for Academic Excellence at Salzburg Weill Cornell Seminar on Haematologic Oncology in 2015.

Bosko has published more than 30 papers in JCR listed medical journals with cumulative author impact factor above 70. His Scopus H-index is above 10. His areas of interest are lymphoproliferative disorders and disorders of haemostasis.

Bosko moved to the UK in 2018 when he started at Blackpool Teaching Hospitals. He has been working as a consultant at Preston since July 2019.

Dr Sharran Grey OBE - Consultant Clinical Scientist



Qualifications: DCLinSci FRCPath

Sharran joined the consultant team at Lancashire Haematology Centre in December 2019. Her specialist responsibilities are consultant lead for the haematology and transfusion laboratories, and consultant lead for Clinical Transfusion across Blackpool and Preston. She contributes to direct patient care providing diagnostic work-up of GP referrals and contributes to a joint obstetric haematology clinic.

She has trained and worked in the North West for 33 years. She has a strong focus on research and development. Her doctoral research was 'Accelerated Blood Transfusion for Selected Patients' for which she won an NHS England Chief Scientific Officer's Award in 2017. She also developed and implemented a CE marked red cell dosage web app with a team of colleagues at her previous organisation.

She was appointed as a Working Expert for Transfusion-Associated Circulatory Overload for Serious Hazards of Transfusion in 2015. She has a special interest in pulmonary complications of transfusion and contributes to the advancement of this area at an international level.

She is also an associate lecturer at Manchester Metropolitan University. Sharran has a number of publications and is a regular contributor at regional and national transfusion forums.

She was awarded an OBE in the 2021 New Year Honours for Services to Blood Transfusion and Patient Care.

Mylene Freires – Nurse Consultant



Qualifications: BSc in Nursing, MSc in Advanced Practice

Mylene completed her Bachelor's Degree in Nursing in Silliman University, Philippines

She has 3 Master's Degrees and awarded Distinction in all 3:

- Advanced Practice in Cancer Nursing, King's College London, UK
- Healthcare Operational Management, Warwick University, UK
- International Management, BI Business School, Oslo, Norway

Mylene has previously worked at Guy's and St. Thomas' NHS Trust, St. Georges NHS Teaching Hospital & Epsom General Hospital

She has experience working internationally at the National Centre for Cancer Care and Research in Doha, Qatar as part of the Cancer Transformation Programme initiated by Sheika Moza bint Nasser

She moved to Blackpool in 2017 to enhance her work life balance.

Mylene has worked in haematology for over 20 years because she enjoys the challenges and the variety of disease conditions that she comes across daily.

THE POST

1. Duties of the Post

1.1 Clinical

The clinical commitments of these posts will include responsibility for inpatient and outpatient care of patients with haematological disorders at BTH and LTH. The duties also involve provision of laboratory haematology services.

1.1 Indicative Work Plan

Direct Clinical Care

Activity	Programmed activities
Diagnostic laboratory work	1.0
Ward rounds/ward referrals <i>(Including predictable weekend ward round*)</i>	3.0
MDTs	1.0
Outpatient clinics	2.5
Admin	1.0
Total number of direct clinical care PAs	8.5

Appointees are expected to undertake outpatient clinics at both Blackpool & Preston sites.

<u>Supporting Professional Activities</u>	1.5
Education and training, appraisal, departmental management, service development audit and clinical governance, CPD and revalidation, research	

On-call PA	1
-------------------	----------

TOTAL REMUNERATION	10 + 1 on-call
---------------------------	-----------------------

On-call availability supplement of 5% - 1 in 8 weekends

The exact timetable of work will be decided between all consultants (including appointees) after the appointment of the two new consultants has taken place. Consultant Haematologist job plans will also be reviewed with the Head of Department. Additional PAs will be supported according to the job planning process. The appointees will be expected to develop a special interest (not necessarily in haematological oncology) that complements the special interests of the existing consultants.

Re-location expenses of up to £8,000 are available to the successful applicants according to the Trust's "Reimbursement of Relocation and Other Related Expenses" policy.

1.3 Teaching

The appointees will be responsible, in collaboration with colleagues, for the clinical supervision and training of junior medical staff. These comprise:

- 3 Specialist Registrars – to become 4 as of August 2022
- 4 SAS doctors (two based at BTH, 2 based at LTH),
- 1 core medical trainee and 1 FY2 doctor (based at BTH).

There is therefore the expectation that both appointees will become GMC recognised trainers.

The appointees will be expected to contribute to the education and supervision of medical students.

1.4 Research

The successful applicants will be expected to participate in research, contribute to the development of the trials portfolio and maintain current Good Clinical Practice (GCP) certification.

1.5 Personal Development

The successful applicants will maintain their CME/CPD portfolio in line with Royal College guidelines.

1.6 Contractual Commitment

The post holders will have continuing responsibility for patients in their care and for the proper functioning of the service and will undertake the administrative duties associated with care of patients and the running of the clinical department.

Blackpool Teaching Hospitals NHS Foundation Trust will be the employer for the appointments and will issue the Contract of Employment.

2. Appraisal

There is a requirement to participate in annual appraisal in line with GMC regulations. The Clinical Director or designate will conduct the annual appraisal. Any concerns are described on Form 4 of the appraisal documentation. This is then reviewed by the Medical Director. The Head of Department is responsible for resolving any disputes at appraisal.

3. Associated Duties and Responsibilities

3.1 Main Duties and Programmed Activities

Except in emergencies or where otherwise agreed with your clinical manager, the post holders are responsible for fulfilling the duties and responsibilities and undertaking the programmed activities set out in the Job Plan. This will be reviewed from time to time in line with the provisions laid down in Whitley Council Terms and Conditions of Service.

3.2 Associated Duties

The post holder is responsible for the associated duties set out in Schedule 2 of the Terms and Conditions. These include, amongst other things a requirement to:

- Establish links with general practitioners to provide advice to them about the management of patients with haematological disorders in the community.
- Collaborate with colleagues in primary and secondary care to implement protocols for the management of patients with blood disorders.
- Contribute to post-graduate and continuing medical education. The Trust supports the requirement of CME/CPD as laid down by the Royal College of Pathologists and is committed to providing time and financial support for these activities.

3.4 On Call Duties and Emergency Responses

The proposed on-call duty is 1 in 8 weeks, Monday – Monday. During this week, the duties include covering the haematology ward out of hours, as well as emergency calls. There is dedicated haematology registrar support for on-call duties 7 days a week. The appointee would also be expected to cover enquiries from Preston out of hours during this 1 in 8 weeks. It should be noted that all clinics would be cancelled during this on-call week.

4. Clinical & Managerial Leadership Names

The Trust Board members are as follows:

Chairman

Steve Fogg

Executive Directors

Chief Executive

Trish Armstrong-Child

Medical Director

Dr. Jim Gardner

Finance Director

Feroz Patel

Chief Operating Officer

Natalie Hudson

Director of Integrated Care and Performance

Janet Barnsley

Director of Nursing, AHPs & Quality

Peter Murphy

Interim director of people & culture

Louise Ludgrove

Joint director of communications

Shelley Wright

Below the Trust Board there is a Divisional structure, with haematology now sitting in the new Tertiary Services Division. Each Division has a Divisional Director and a Director of Operations.

Tertiary Services Division Structure for Haematology

- | | |
|---------------------------------------|-------------------|
| - Divisional Director | Dr Shajil Chalil |
| - Divisional Director of Operations | Jane Rowley |
| - Divisional Director of Nursing | David Kay |
| - Directorate Manager for Haematology | Rachel Williamson |
| - Matron for Haematology | Sarah Wilding |
| - Head of Department for Haematology | Dr Mark Grey |

5 Key Results

5.1 Clinical Results

The post holders will be expected to contribute to the ongoing quality improvement of clinical services.

5.2 Policy and Strategy

The appointee will be expected to participate fully in the development of medical services. This may include Directorate, Trust and multi-agency project involvement to improve the quality of health care for local residents.

5.3 Resource Management

As part of the Medical and Pathology Directorates the post holders will be expected to ensure that services are delivered within agreed parameters.

5.4 People Leadership

The appointees will be expected to provide leadership to their clinical teams and a range of project teams as required. These may include multi agency development teams.

5.5 Education

The post holders will be expected to take a full part in Undergraduate and Postgraduate Medical Education.

6. General Requirements and Conditions of Service

- a) Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC), or be eligible for registration within six months of interview.
- b) Fellowship of the Royal College of Pathologists or equivalent qualifications are essential
- c) UK trained applicants must also be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. Applicants who are non-UK trained, they will be required to show evidence of equivalence to the UK CCT
- d) MRCP (or equivalent) qualifications are essential.
- e) Applications from candidates who are unable to work whole time, or who wish to join in a job sharing arrangement will be considered.
- f) A satisfactory medical examination is a condition of employment for 'medical and dental staff in the National Health Service. Therefore, the successful candidate's appointment will be subject to medical clearance from the Trust's Occupational Health Physician. In relation to Hepatitis B screening and Vaccination, it is a requirement of all staff that they should undergo periodic testing and where a post is designated as potentially prone to exposure, be vaccinated.
- g) The appointee should, where possible, live within 15 miles of the hospitals served, or 20 minutes traveling time.
- h) The post holders will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management.
- i) Subject to the provisions of the Terms and Conditions of Service, the post holders are expected to observe agreed policies and procedures, drawn up in consultation with the profession on clinical matters. In particular, where they supervise employees, they will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact them when necessary.
- j) All medical and dental staff employed by Trusts is expected to comply with all Health and Safety policies.
- k) (if applicable) – It is accepted that the emergency ward round following a 24 hours (or weekend) on duty may reduce your fixed commitments)
- l) It is appreciated that the fixed commitments set out below can only apply if the medical, nursing and administrative infrastructure is in place, both in terms of quality and quantity. Any variations in the provision of the infrastructure should be brought to the attention of the general manager of the provider unit.
- m) Where an individual consultant accepts involvement in clinical management and this involves specified duties, an abatement of clinical programmed activities will be permitted.
- n) It is expected that when management duties are relinquished, the original programmed activities will be taken up.
- o) The post holder must comply with all relevant policies and procedures and training on infection prevention and control.
- p) The Trust is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults and expects all staff and volunteers to share its commitments.

7 Management

There are Directorate meetings held in Haematology and the appointee is expected to attend and participate.

8 Review of the Job Plan

This job plan is subject to review once a year by you and the Clinical Director or other general manager on their behalf.

For this purpose both the post holders and the general manager should have a copy of the current job plan, including an up-to-date work programme, and relevant departmental statistical information (preferably over a 12-month period), together with note(s), provided by either side, of any new or proposed service or other developments.

It is appreciated that as new members of the consultant staff are appointed there may well be a need to alter the fixed commitments of existing consultants.

This alteration can be done at the election of the existing staff as the appointment is made, in consultation with general management, provided that there is no overall reduction in the previously agreed number of fixed programmed activities.

The Head of Department is responsible for resolving any disputes at job planning.

Local procedures must be followed if it is not possible to agree a job plan, either initially or at an annual review. These procedures culminate in an appeal to the employing authority.

About the area

Blackpool is a town on the north-west coast of England, well served by road, the M55 Junction 4 being couple of miles from the hospital. There are new direct rail services to London from Blackpool North station, alternatively there are frequent connections from Preston which is a major station on the West Coast Main Line. There are direct rail connections to Manchester Airport, which has direct flights to Europe, North America and Asia.

For those with children we also have an on-site crèche.

The quality of state schools in the area is very good. In addition, there are a number of excellent independent schools in the area. These include

- AKS Lytham <https://www.akslytham.com/>
- Kirkham Grammar School <https://www.kirkhamgrammar.co.uk/>
- Rossall School <https://www.rossall.org.uk/>

Where to live



The local area shown above is known as the Fylde Coast. This is a rural area with pretty small towns & villages, all within easy driving distance of Blackpool. The Victorian seaside town of Lytham St Annes is well known, but other places are very desirable. For example, the village of Great Eccleston was awarded the accolade of the “poshest village in Lancashire”, according to research published in the *Telegraph* in January 2022.

High quality housing is available locally. It should be noted that houses are competitively priced compared to more urban areas such as Manchester or Liverpool.

The beauty of the Lake District National Park is within an hour's drive and again is also accessible by train and / or bus.



Hospital Front Entrance

hosted on site; regional Haematology and the Regional Cardiothoracic Unit (Lancashire Cardiac Centre) which provides Primary PCI and other tertiary cardiac services.

ABOUT THE TRUST:

Blackpool Victoria Hospital, or BVH, as it is known locally, is a medium sized NHS district general hospital (DGH), and comprises the major element of secondary health care within the wider combined acute and community trust that is the “Blackpool Teaching Hospitals NHS Foundation Trust”. The Hospital itself has around 900 beds and these provide care for Acute Medicine in its wider terms and DGH Surgical specialities, including amongst others General Surgery, Trauma and Orthopaedics, Urology and Gynaecology. There is a Women and Children’s unit including both Consultant lead and Midwife lead maternity care.

There is a busy Accident and Emergency unit, closely linked to the Acute Medical Unit and the Intensive Care Unit. Surgical urgent admissions are managed through a Surgical Assessment Unit. Two regional specialities are

The Hospital has had a series of redevelopments over the last couple of decades, providing amongst others a Phase 5 A&E / AMU/ ITU development which opened in 2001, a self-contained Cardiac Wing which opened in 2006, a Phase 6 Surgical wing incorporating a Pre-assessment unit, day-case unit, in-patient operating rooms and wards beds, which opened in 2011. (The Cardiac Wing contains at the current time 4 catheter laboratories, 4 operating rooms, 20 intensive care beds, together with supporting day-case facilities for invasive and non-invasive cardiac investigations.) Most recently a new 'Front of Hospital', containing retail outlets and associated multi-storey car park opened in early 2014. Recent radiology developments included the provision of modern multi-slice CT located within the cardiac build but for general use.

There is a strong emphasis on enhanced recovery techniques across the surgical specialities, with day of surgery admission being the norm. This even includes Cardiac Surgery where up to 85% of patients undergoing elective surgery are same day admissions.

On-site educational assets include both a Health Education Centre (HPEC) with facilities for both undergraduates and postgraduates, a separate Simulation and Skills centre including a simulation suite, various seminar rooms and lecture theatres. Within the cardiac build there are wet-lab facilities. There is a regular teaching Grand Round on Wednesday lunchtime together with audits and the other Departmental Governance meetings that one would expect. Professional development of staff is supported with in-house courses, as well as access to regional resources. There is a strong theme of promoting the development of our future leaders.

Clinical leadership is provided through a Divisional Structure supporting Clinical Departments with Heads of Department. Alongside this is the Educational Structure managed out of the HPEC. There is a strong Nursing Leadership which works closely with the Medical Leadership. General management and finance functions work closely with the Divisional structures to provide optimal levels of clinical care. We have a strong and ongoing focus on improvement and risk reduction and clinical quality is overseen through the Divisions which report through to the Trust Board. There is an active Clinical Research department with facilities within the main hospital building.

Blackpool Victoria Hospital is a busy hospital, serving a local population of 440,000 residents of Blackpool, Fylde & Wyre and North Lancashire, as well as the previously mentioned specialist tertiary care for Cardiac and Haematology services where across the wider region we support a population of around 1.6 million. The local population itself varies widely in demographics, from the deprived central Blackpool to the affluent Lytham St Annes and similar variations are seen in the wider regional populations served by the tertiary services. As an employer, the trust has over 6500 staff through both its hospital and community arms with a turnover of around £370M. We have worked closely with our local commissioners to set up the pioneering extensive care service, looking to support the highest risk patients within a community setting.

We recognise that when you work for us, in the course of your duties, you may have access to confidential information about patients, staff or health service business. On no account must such information be divulged to anyone who is not authorised to receive it. Confidentiality of information must be preserved at all times whether at or away from work. The Trust has in place a 'Whistle blowers Policy' for staff wishing to express concerns.

We believe that Infection prevention and control is the responsibility of all Trust staff. All duties relating to the post must be carried out in accordance with the Trust hand hygiene and infection control policies and procedures. We also believe that every employee is personally responsible for the quality of the work, which they individually perform. It is our duty to seek to attain the highest standards achievable both individually and collectively to support the Trust's philosophy of pursuing quality in all its services.

The Trust condemns all forms of harassment and bullying and actively seeks to promote a work place where employees are treated with dignity, respect and without bias. The Trust actively promotes equality of opportunity for all its employees.

TRUST VALUES

Genuine engagement of our staff is vital to our success and aspiration. Our core values provide us with the framework to create the right culture that supports our staff to be the best they can be and achieve better care together for the benefit of our patients. We expect all staff to uphold our agreed set of values and be accountable for their own attitude and behaviours.

People Centred	Serving People is the focus of everything we do
Positive	Having a can do response whatever the situation
Compassion	Always demonstrating we care
Excellence	Continually striving to provide the best care possible

CONFIDENTIALITY:

In the course of your duties, you may have access to confidential information about patients, staff or health service business. On no account must such information be divulged to anyone who is not authorised to receive it. Confidentiality of information must be preserved at all times whether at or away from work. The Trust has in place a 'Whistle blowers Policy' for staff wishing to express concerns.

INFECTION PREVENTION AND CONTROL:

Infection prevention and control is the responsibility of all Trust staff. All duties relating to the post must be carried out in accordance with the Trust hand hygiene and infection control policies and procedures.

QUALITY ASSURANCE:

Every employee is personally responsible for the quality of the work, which they individually perform. It is their duty to seek to attain the highest standards achievable both individually and collectively within their knowledge, skills and resources available to them in furtherance of the Trust's philosophy of pursuing quality in all its services.

HARASSMENT AND BULLYING:

The Trust condemns all forms of harassment and bullying and is actively seeking to promote a work place where employees are treated with dignity, respect and without bias.

EQUAL OPPORTUNITIES:

The Trust actively promotes equality of opportunity for all its employees. (In all the foregoing text any reference to one gender whether direct or implied equally includes the opposite gender unless specifically stated to be otherwise)

FURTHER INFORMATION:

Interested candidates are invited to contact Dr Mark Grey, Head of Department, Haematology, Blackpool Victoria Hospital, Whinney Heys Road, Blackpool, FY3 8NR. Tel: 01253 956934 for telephone discussion or to make arrangements for an informal visit to the hospital. Other relevant personnel who may be contacted include Dr Jim Gardner, Medical Director and Trish Armstrong-Child, Chief Executive.

Person Specification Consultant Haematologist

	Essential for the post	Desirable for the post	Method of assessment
1. Professional qualifications	<p>Primary medical qualification.</p> <p>Full and Specialist registration with the General Medical Council and hold license to practise, or be eligible for registration within six months of interview.</p> <p>MRCP or equivalent</p> <p>FRCPPath or equivalent.</p> <p>If an applicant is UK trained, they must also be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview</p> <p>If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT</p>	Higher degree.	Application form, CV and References
2. Training	<p>SpR or equivalent training in Haematology.</p> <p>Evidence of appropriate CPD.</p>	Full log book summary.	Application form, CV, References & Interview
3. Experience	Broad exposure to all aspects of clinical and laboratory haematology including recent experience in the management of acute leukaemia.	Specialist interest in an area of haematology	Application form, CV, References & Interview
4. Research / audit / publications	<p>Ability to supervise audit projects.</p> <p>Understanding of principles of research and audit.</p> <p>Regular attendance at audit meetings</p>	<p>Evidence of recent research activity and publications.</p> <p>Recent personal involvement in audit</p>	Application form, CV, References & Interview
5. Professionalism	Enthusiasm and commitment to the speciality	Membership of appropriate societies	Application form, CV, References & Interview
6. Personal skills	<p>Ability to work well as a member of a team.</p> <p>Ability to work as team leader when required.</p> <p>Possess good organisational and teaching skills.</p> <p>Possess good verbal and written communication skills.</p>	<p>Experience of supervision of other staff.</p> <p>Understanding of principles of Clinical Governance.</p>	Application form, CV, References & Interview
7. Management	Awareness of Management issues in the NHS	Management training	Application form, CV, References & Interview
8. Personal	<p>Agreement to live within reasonable distance to both trusts by car.</p> <p>Car owner with full driving licence.</p>		Interview
9. Health	Fit to fulfil all aspects of the post.		Pre-employment health screening.