

Job description

Position	Consultant Haematologist
Grade	Consultant
Location	Princess Alexandra Hospital
Hours	10 PA per week
Responsible to	Divisional Director for Clinical Support Services
Accountable to	Clinical Director for Clinical Support Services

Our Organisation

The Princess Alexandra Hospital NHS Trust (PAHT) provides a full range of general acute, outpatient and diagnostic services at The Princess Alexandra Hospital in Harlow, the Herts and Essex Hospital in Bishop's Stortford, and St Margaret's Hospital in Epping.

We employ 3,500 staff and serve a local population of around 350,000 people living in west Essex and east Hertfordshire, centred on the M11 corridor and the towns of Harlow, Bishop's Stortford, and Epping. Our extended catchment area incorporates a population of up to 500,000 and includes the areas of Hoddesdon, Cheshunt, and Broxbourne in Hertfordshire.

Our Values

The Princess Alexandra Promise to our patients as identified by our 3 values which will contribute to improving our patient experiences:

Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts

Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both

Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills, and talents, working together to find new and better ways to care



The Trust believes in investing in all our staff and rewarding high standards of care whilst building for excellence and in return we expect our staff to uphold the Trust values to the highest level.

Job summary

The Trust Management Structure

The PAH NHS Trust is administered by a Trust Board consisting of non-executive directors and a team of executive directors. Clinical and Laboratory Haematology both sit within the Division of Clinical Support Services.

There is a Medical Advisory Committee, which provides the forum for the discussion of any matters of interest to consultants and meets monthly. The Trust Board is chaired by Hattie Llewellyn-Davis. Our Chief Executive is Lance McCarthy, Director of Finance Saba Sadiq, Chief Medical Officer Fay Gilder and Director of Nursing Sharon McNally.

Clinically Led Organisation

Princess Alexandra Hospital has significantly changed the way it operates, to strengthen the role of senior doctors, nurses, and other clinicians in the running of the Trust.

This is a major development as part of our “Building for Excellence” vision to be one of the best local hospitals in the country, where the quality of care and patient safety are paramount.

Leadership teams in each of five new clinical Divisions are now responsible and accountable for key decisions about patient care, operational performance, and budgets.

The clinical leader posts in the new structure are as follows:

Chief Medical Officer - Dr Fay Gilder

Divisional Directors

- Clinical Support Services Division – Dr Monica Bose
- Medical Division - Dr Robert Ghosh
- Urgent & Emergency Care Division - Dr Robert Ghosh
- Surgery Division - Mr Jonathan Refson
- Family & Women Services Division – Mr Alex Field

Department of Haematology

The Haematology service provides a comprehensive clinical and laboratory service for the local population. It spans 2 Departments with clinical haematology forming part of Oncology Department and laboratory haematology being part of Pathology Department. Both Oncology and Pathology Departments are part of Clinical Support Services Division. It also works closely with other directorates and departments.



Both laboratory and clinical services are provided at Princess Alexandra Hospital, Harlow with outpatient services at St. Margaret's Hospital, Epping and Herts & Essex Hospital, Bishop's Stortford.

Management structure of Clinical Support Services Division:

Job Title	Name	Specialist Area
Associate Medical Director for Clinical Support Services	Dr Monica Bose	Gastroenterology/CSS Leadership Team
Associate Director of Operations for Clinical Support Services	Barbara Brafman-Price	CSS Leadership Team
Clinical Service Group Lead for Oncology	Dr Niraj Goyal	Clinical Oncology
Clinical Service Group Consultant Lead Doctor for Pathology	Dr Vasi Sundaresan	Histopathology
Pathology Service Manager	Ian Legg	Pathology
Clinical Lead for Haematology Consultant Haematologist	Dr Faris Al-Refaie	Haematology

Clinical Haematology

The department provides level 2a haemato-oncology service. Therefore, most patients with lymphoma, myeloma, CLL, CML, MPN and MDS are treated locally.

Although officially it is part of the North London Cancer Network it has maintained its previous excellent links with West Anglia Cancer Network and has therefore, continued to send some patients for Level 2b-4 care to Addenbrooke's Hospital.

This has also been supported by patients' choice. These patients are normally sent back to the department for shared care.

The department has also established strong links with the Haematology Department at the North Middlesex Hospital with which it forms a single Multi-Disciplinary Team. This received a very positive report when it was last peer reviewed.

Haematology Clinical Staffing:

Dr Faris N Al-Refaie Consultant and Head of Department
 Dr Ali Shokoohi Consultant
 Dr Abed Abu-Sitta Consultant
 Dr Farouk Rezk Associate Specialist
 Dr Jelena Sergentani Speciality Doctor
 Dr R Ali Speciality Doctor
 FY2-3 days Haematology and 2 Hospice
 CMT1-3 days Haematology and 2 Oncology
 Haematology CNS x2
 Transfusion Practitioner x2
 MDT co-ordinator



Anticoagulant Nurses x 2
Trial nurse x1 and Data Co-ordinator x1- shared with oncology
Haematology Secretaries x2 +1-to be appointed

North Middlesex Hospital Consultant Haematologists

Dr Neil Rabin	Consultant Haematologist
Dr Sajir Mohamedbhai	Consultant Haematologist & Clinical Lead
Dr Chris Mitchell	Consultant Haematologist
Dr Marilyn Roberts-Harewood	Consultant Haematologist
Dr Theo Chatzis	Locum Consultant Haematologist

Some of the patients with haemoglobinopathies or those requiring radiotherapy are referred to the North Middlesex Hospital for relevant management.

The department is not a designated Haemophilia Centre and therefore, patients with hereditary bleeding disorders are referred to The Royal London or the Royal Free Hospitals for management.

The department holds monthly departmental meeting to discuss various issues in the clinical side of the service. This meeting is normally attended by all clinical staff, ward manager, lead nurse and oncology manager.

The paediatric haematology is provided by one of the paediatricians and the haematology department helps in an advisory capacity only.

Interaction with other Departments

The four Consultants (including this post) will provide a 24-hour haematology clinical and laboratory advice service for the trusts and local GPs.

The department has produced its own written information for many haematological conditions and liaises with other departments in the production of Trust guidelines.

Education and training in the Department

The haematology department is actively involved in teaching and the successful applicant would be expected to participate in undergraduate and postgraduate teaching.

There is a multi-headed microscope for teaching purposes, a digital camera and access to the Internet via the Trust Intranet. Major journals are subscribed to by the department or by the well-equipped hospital library.

The Department participates actively in Audit both internally and with other Departments. Research includes active participation in National trials as stated above.

Annual Caseload Statistics 2021

Chemotherapy	1360
Day cases	2698



Admissions	51
OP activity	14,647
New	2632
Follow Up	12,015

Outpatient Service

The following referral clinics are held by Consultant Haematologists and supported by the Associate Specialist and Speciality Doctors:

- Haematology Clinic, Monday morning
- Haematology Clinic, Tuesday morning
- Haematology Clinic, Wednesday morning
- Haematology Clinic, Thursday morning
- Haematology Clinic, Friday morning

Inpatient Service

Harvey ward is the designated ward for Haematology patients. This is a 16-bedded with 4 isolation rooms and shared with Gastroenterology Medicine. The Consultant Haematologists have admitting rights. There is on average about 6-8 in-patients at any one time.

Ward rounds are done daily by the Associate Specialist, the Speciality Doctors and by the Consultant Haematologists on Mondays and Thursdays. These normally take place in the morning and preceded by Clinics to review the day case patients.

Out-of-hour cover for haematology in-patients is provided by the on-call medical team who would liaise with the on-call haematologist regarding the management of in-patients who become acutely ill or those requiring emergency admission.

Williams Day Unit

This is a twenty-station day unit that is staffed by Haematology/Oncology-trained nurses for the administration of chemotherapy and blood products and helping with procedures such as bone marrow sampling and lumbar punctures. It is also used for the daily assessment of day patients by haematology doctors/specialist nurses.

Clinical Trials

The department participates in national and international trials. There is a dedicated haematology/oncology trial/data co-ordinator (funded by NCRN).

MDT

There is a weekly teleconferenced MDT for lymphoma, myeloma, and leukaemia with the North Middlesex Hospital. There is also a fortnightly pre-MDT/histology meeting to discuss other haematological malignancies and review bone marrow biopsy/aspirate slides. A fortnightly X-ray meeting is also held to review X-rays/scans not discussed in the MDT meeting.

Laboratory Haematology

The haematology, coagulation and blood transfusion laboratories in Princess Alexandra hospital are located on the ground floor of the main block. The



laboratories share a central reception area with Microbiology and Clinical Chemistry. Haematology and Chemistry have a combined booking-in area.

The laboratories were completely re-furnished in 1999 and provide an open working environment. The laboratory has just installed new analysers. The technical staff are allocated to the different sections of the department: coagulation, automation, microscopy, and blood transfusion. The senior BMS band 7 specialise in their respective areas whereas the BMS and trainee staff rotate through all sections of the department. The laboratory staff are managed by a Lead BMS band 8a. There is a

The computer system is linked to standalone multi-disciplinary Anticoagulation Monitoring Service which is a new multi-disciplinary service working across the Hospital and Community headed by a Band 8a and currently has 13 staff including Biomedical Scientists, Pharmacists, Nurses and Support staff, the hospital network and provides access to laboratory results. The department has implemented a ward ordering system, ICE. The Anticoagulation Monitoring Service uses DAWN software.

The haematology laboratory is well equipped with: - 3 Sysmex FBC analysers; ESR is fully automated; 1 Biorad HPLC analyser for HbA1c and abnormal haemoglobin identification and measurement (under review); 2 ACL TOP analysers for coagulation. The transfusion laboratory has Ortho Autovue analyser.

The haematology and blood transfusion departments are routinely staffed from 8 am to 8 pm Monday to Friday. Out-of-hours (8 pm to 8 am and weekends) are covered by a single appropriately accredited, fully registered resident on-call BMS who is part of a voluntary rota organised by the lead BMS.

The department holds monthly departmental meetings to discuss the laboratory service. This meeting is normally attended by the consultant haematologists, BMSs, Hospital Transfusion Practitioner and Quality Manager.

Management Structure

The management of the Haematology and Blood Transfusion department is a joint consultative partnership and is consistent with the recommendations of the 'Strategic Review of Pathology Services' paragraphs 4.22 to 4.26.

These are outlined below as evidence of that consistency. The role does include a degree of flexibility as outlined in HN (90)18 and EL (89)P171 and current guidelines as defined by both the RCPATH and RCP.

The Clinical lead Consultant Haematologist is responsible for the professional leadership and strategic direction of the department and the lead BMS is responsible for ensuring there is sufficient resource to meet the needs and progress the department in line with the strategic direction.

Working closely with the lead BMS and Pathology Manager, the Lead Consultant Haematologist ensures that the technical department maintains such professional standards to produce information and results contained in the pathology report is at the highest standard. The Lead Consultant Haematologist is also expected to determine that the pattern of procedures carried out in response to a request meet their standards.



The consultant haematologists are expected to monitor and influence the demand for pathology services and to contribute to the strategic plans of the service. The consultants must enable multi professional and multi-disciplinary audit and guarantee and agree appropriate teaching, training, and development programmes. The objectives of this professional leadership in conjunction with the lead BMS and Pathology Manager is to ensure that the skills of each of the staff groups are fully utilised for the maximum benefit for patient care.

The management arrangements for the department are that the Lead Consultant Haematologist is the professional lead, and the technical staff are line managed by the lead BMS. Currently the consultant haematologists are supported by speciality doctors and Staff grades in the laboratory, clinics and on the wards.

NHSI Pathology Reforms

Pathology is undergoing a procurement exercise for outsourcing the Laboratory services in the Trust with the other Hospitals in our ICS (West Herts and East and North Herts). This is for the technical, analytical, and scientific service only.

The clinical services which will include all Consultants and Consultant Clinical Scientists in Pathology will remain as Trust employees and still retain a role in defining the services delivered for the Trust. Some services could be centralised but there will be a service still delivered on the hospital site, and Essential Services Laboratory.

There is an expectation that the post holder will still be involved in the clinical interpretation and delivery of the service to the Trust and Primary care

UKAS ISO/CPA

The haematology and blood transfusion laboratories are having a full reinspection this year for UKAS reaccreditation. The laboratory participates in all relevant local, regional, and national NEQAS schemes successfully.

MHRA

The blood transfusion department has had a recent inspection and is now fully compliant with MHRA Standards.

Anticoagulant Service

There is now a standalone multi-disciplinary Anticoagulation Monitoring Service which is a new multi-disciplinary service working across the Hospital and Community headed by a Band 8a and currently has 13 staff including Biomedical Scientists, Pharmacists, Nurses and Support staff. There are approximately 3500 patients registered with the anticoagulant clinic.

The service is aiming to have the majority, of patients monitored by Point of Care testing and has recently acquired a car to support domiciliary visits for housebound patients. DAWN computer software is used to calculate warfarin dose, which, will then be reviewed by one of the haematology doctors or BMSs. There is an also daily



Nurse-led anticoagulant clinic to initiate anticoagulation therapy and counsel patients who have recently started treatment and manage those with erratic control.

Annual Workload Statistics

Workload activity contracts are arranged at senior financial level with input from the Divisional leadership team. Contracts are block arranged with itemisations only in some specialities. Currently the laboratory (all disciplines) receives 1million requests annually, 50% of which is GP direct access.

Pathology Management

General Manager Pathology	1.0 WTE	Ian Legg
Pathology Quality Manager	1.0 WTE	Kwaku Addo
Pathology IT Manager	1.0 WTE	P Gonzales

Current Haematology laboratory Staffing

Lead BMS band 8a	1.0 WTE
Senior BMS band 7	2.61 WTE
BMS Band 5&6	11.5 WTE
Associate Practitioner Band 4	4.8 WTE
MLA / support staff	2.3 WTE
Hospital Transfusion Practitioner	2.0 WTE
Consultant Secretarial Staff	2.0 WTE

Haematology Key Staff

Dr Faris Al-Refaie	Consultant Haematologist/Lead Doctor
Dr Ali Shokoohi	Consultant Haematologist
Dr Abdul AbuSitta	Consultant Haematologist
Eva Nkansah	Haematology Laboratory Manager
New Appointee	Blood Transfusion Manager
C Gibson	Anticoagulation Lead
T Nevin	Transfusion Practitioner

Haematology workload statistics (Calendar Year 2021)

FBC	332746
ESR	56739
Clotting screen	86485
Thrombophilia Screens	170
INRs/warfarin dosing	45123
Haemoglobinopathy Screens	4466
Units of blood crossmatched	1219
Blood groups	24786
Bone marrow films	100

SUPPORTING RESOURCES

Histopathology and Cytopathology

Dr V Sundaresan	Consultant Cellular Pathologist / Path Clinical Lead
Dr N Jain	Consultant Cellular Pathologist / Dept ClinicalLead
Dr P Gopinath	Consultant Cellular Pathologist
Dr S Al-Ramadani	Consultant Cellular Pathologist
Dr S Arif	Consultant Cellular Pathologist
Dr R Hassan	Consultant Cellular Pathologist



Dr M Mohamed
Dr K Sherring

Consultant Cellular Pathologist
Consultant Cellular Pathologist

Mrs Lisa Greenhalgh
Mr Kenneth Connolly

Chief BMS Histology
Mortuary Manager

Chemical Pathology

Dr Rosa Saldana Chaparro
Miss Marie Parsons
Mr Ade Adewuyi

Consultant Chemical Pathologist
Clinical Scientists
Chief BMS

Microbiology

Dr Shico Visuvanathan
Dr F Armine Sefton
Dr Sally Millership
Mrs Deborah Orriss
Sabiha Alom
Ms Jenny Kirsch

Consultant Microbiologist/HOD
Consultant Microbiologist
Consultant in Communicable Disease Control
Chief Biomedical Scientist
Chief Biomedical Scientist
Senior Infection Control Nurse

Cancer Directorate

Princess Alexandra is a level 1 cancer unit. The Trust has been accredited through the peer review process for breast, lung, colorectal and gynaecology. The directorate provides a five-day week chemotherapy service for oncology patients on site at the Williams Day unit.

- Lead Doctor: Dr Niraj Goyal
- Assistant Director of Operations: Barbara Brafman-Price
- Service Manager Annelies Canterford-Smith
- PA: Frances Donovan

Budget

Financially, the directorate budget is administrated by devolution from the Associate Clinical Director and Operational Lead for Cancer Diagnostic Services. The budget for Haematology, Blood Transfusion and the Anticoagulation Monitoring Service is £3.06m PA. The Pathology Manager is the designated budget holder for Pathology and the individual lead BMS for each discipline is accountable for their department. The budget is open and is discussed by the Directorate Board on a Monthly basis by the General Manager for Pathology with Divisional / Finance managers. The directorate body consists of all Consultant Pathologists, the Associate Director for the process unit, the lead BMS for each discipline, the Pathology Manager, and the Quality Manager for Pathology.

Directorate Meetings

The Pathology Directorate meets quarterly. There are regular laboratory and QC meetings. There are also regular Health and Safety meetings within the department a Thrombosis committee and The Blood Transfusion Committee is held quarterly. The Trust has a well-developed Clinical Governance/Risk Management structure to which these Committees report.



Phlebotomy Service

An outpatient phlebotomy service is available on all three sites,

- From 07.00am until 5.00pm at Princess Alexandra Hospital,
- From 08.00am until 4:30pm at St. Margaret's and Herts and Essex Hospitals.
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In addition, a phlebotomy community service is provided in GP practices

Direct Access Pathology Services include:

- Haematology
- Chemical Pathology
- Microbiology
- Cellular pathology

Quality Standards

The quality standards are reviewed on a regular basis through the Pathology Department's clinical audit programme.

98% of patients attending the laboratory for booked appointments system phlebotomy will be seen within 20 minutes of their appointment. The majority, of routine tests in Chemical Pathology and Haematology are carried out on the same day. All reports are now electronic and are available through the ICE system. Reports to Primary care are transferred automatically on authorisation.

A preliminary report for most routine Microbiological cultures, are available the day after receipt. For certain types of culture, there may be a delay of 72 hours until a report is issued. For TB investigation the culture report takes up to 8 weeks and for fungal 4 weeks.

Small histological diagnostic biopsies will be reported within 72 working hours and larger more complicated tissue cases requiring more investigative work will be reported within 7 – 10 working days. Cervical smears are reported within 14-day target. Results of more specialised tests in each discipline may take longer.

Laboratory Hours - Monday to Friday

Chemical Pathology	8.30am - 8:00pm
Haematology & blood Transfusion	8.30am - 8:00pm
Microbiology	8.40am - 5.00pm
Histopathology	8.00am - 5.30pm

Location of Laboratory Services

The Pathology Department at **Princess Alexandra Hospital** is situated on the ground floor in the main hospital block. Pathology sample reception is situated at the entrance to the pathology department. Phlebotomy is situated in the main Out-Patient Department for GP and OPD patients. The GP and Out-patient phlebotomy at **Herts and Essex Hospital and St Margaret's** is located, in the Out-patient department of the Hospital.



JOB PURPOSE AND OBJECTIVES

This is a new full-time post to join 3 other full-time consultants to provide a comprehensive laboratory and clinical haematology service with a 1 in 4 on-call rota. This is an opportunity to join a department at an extremely exciting time in its development.

The post holder will be expected to help drive real change within the Department, the Trust and with colleagues across our Networks.

This post seeks to appoint a dynamic colleague with a special interest in Thrombosis and Transfusion, who will work closely with the Service, the Division, and the Trust in leading the transformation of these subspecialty services in line with our PAHT 2030 vision.

MAIN DUTIES AND RESPONSIBILITIES

Duties of the Post

- The successful candidate will be responsible with other consultant haematologist colleagues for the provision, maintenance and development of laboratory and clinical haematology services.
- This post will provide clinical leadership to our Transfusion and Anticoagulation services and as such will have the opportunity to develop these services in line with our PAHT2030 Vision. They will be supported and mentored in doing so by the Clinical lead and the Divisional Director, as well as by the Trust Senior Leadership team and our quality improvement team, Quality First. Dedicated time will be provided in the candidate's job plan to address this work.
- The successful candidate will also share responsibility with other consultant haematologists for the day-to-day clinical facets of the laboratory, including film reporting, bone marrow examination, and dealing with coagulation and blood transfusion problems.
- As well as being responsible for the diagnosis and treatment of patients under their care, the appointee will be expected to provide advice for colleagues in hospital and general practice on haematological problems, including participation in the provision of an emergency consultative service.
- The appointee will be expected to share an on-call rota (1:4 or pro rata if part time) with the other 3 consultants providing a clinical and laboratory service for the trust and GPs. Internal cover for study and annual leave is expected.
- The appointee may be required to undertake other duties appropriate for a consultant haematologist not otherwise specified.



- The successful candidate will assist in the training of the Haematology Staff. In addition, the successful candidate will be expected to participate actively in the postgraduate programme of lectures and tutorials for junior staff, medical students, and local practitioners.
- The Department of Medicine holds a weekly lunchtime clinical meeting, and the Department of Haematology contributes to these sessions.
- The post holder will be expected to participate in medical audit activities.
- There are no fixed research commitments inherent in the post, although research is encouraged in the district, and a Research & Development committee meets regularly.
- The successful candidate will be encouraged to attend recognised meetings and courses to fulfil the requirement for CME/CPD. Relevant meetings within the hospital will also be registered for CME/CPD.
- All consultants, including the appointee, will be required to be involved in implementing the Trust's Clinical Governance programme. This includes active participation in clinical audit, quality assurance schemes, clinical guidelines/pathways, professional development, appraisal, and risk management. Consultant haematologists are required to participate in an appropriate Royal College CPD scheme and the Trust Consultant appraisal scheme. The latter includes an annual appraisal session and 5-yearly 360-degree survey.
- Consultants have a continuing responsibility for the care of patients in their charge and for the proper functioning of their departments and for undertaking the administrative duties associated with the care of their patients and the running of their clinical departments.

Study Leave

Study leave is granted within a maximum of 30 days in any period of 3 years for professional purposes within the United Kingdom in accordance with national and local guidelines. The post holder is expected to meet the Continuing Professional Development requirements of the Royal College

Facilities and Secretarial support

The successful candidate will have an office with telephone, microscope, and PC (connected to the Trust intranet with access to the internet). There will be administrative support.

Contact for Further Information

Candidates requiring further information are invited to contact the following:

Dr Faris N Al-Refaie

Consultant Haematologist and Clinical Lead for
Haematology: 01279 827 035



modern • integrated • outstanding

patient at heart • everyday excellence • creative collaboration

Dr Vasi Sundaresan

Consultant Cellular Pathologist and Pathology Services
Lead Doctor: 01279 827 097

Dr Monica Bose

Divisional Director: 01279 827 338

Provisional Job Plan- to be reviewed on appointment of interview

A standard full-time job plan will contain ten programmed activities with a timetable value of four hours or in half units of two hours. Contractual and Consequential services include as appropriate; Direct Clinical Care including on-call work, Supporting Professional Activities, Additional NHS Responsibilities, External Duties and Travelling Time when working between sites as defined in schedule 12 of the Consultants Terms and Conditions.

		am	pm
Monday 8.30-12.30 (4 hours) + 13.30-17.30 (4 hours)		Day Patients Clinic + Ward round	Laboratory work + Administration/SPA
Tuesday 9.00 –13.00 (4 hours) + 13.30 – 17.30 (4 hours)		Outpatient clinic	MDT Meeting + Administration
Wednesday 8.30 – 12.30 (4 hours) + 13.00-17.00 (4 hours)		Laboratory work	SPA
Thursday 8.30-5.00	4 hours as required	Blood transfusion service	Leadership, Advice and Clinical support to Trust and Primary care clinicians and the Transfusion Staff. Participate in Hospital Transfusion Committee
	4 hours as required	Anticoagulation service	Leadership, Advice and Clinical support to Trust and Primary care clinicians and the Anticoagulation staff. Participate in Thrombosis Committee
Friday 8.30 – 12.30 (4 hours) + 13.00-17.00		Outpatient clinic	Laboratory work + X-ray Meeting/ Histology Meeting



(4 hours)		
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On-Call

Total: of 10 PA's / 40 Hours

Up to 2 PA's for On Call and prospective cover dependant on service need.

Included in the above, at varying times, monthly SPAs:

- Clinical governance / audit, MAC
- Pathology and Cancer Directorate meetings
- Hospital transfusion committee – quarterly
- Thrombosis group monthly

Category A: this applies where the doctor is typically required to return immediately to site when called or has, to undertake interventions with a similar level of complexity to those that would normally be carried out on site, such as telemedicine or complex telephone consultations.

Category B: this applies where the doctor can typically respond by giving telephone advice and/or by returning to work later.

Please indicate as appropriate:

	Cat A	Cat B
High frequency: 1–4	√	
Medium frequency: 5–8		
Low frequency: 9 or more		



Person specification

Position	Consultant Haematologist
Grade	Medical & Dental: Consultant

Evidence for suitability in the role will be measured via a mixture of application form, testing and interview. Essential: E Desirable: D

Trust values	
Patient at heart – Always holding the patient and their wellbeing at the centre of our thoughts and efforts	E
Everyday excellence – Sharing and celebrating our successes, being honest when we get it wrong, giving us the ability to learn from both	E
Creative collaboration – Knowing strength comes from diversity, we combine our experiences, skills, and talents, working together to find new and better ways to care	E

Education and qualifications	
Full and specialist registration with licence to practice (or eligible for registration within six months of interview)	E
Applicants that are UK trained, 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.	E
Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT	E
MB BS or equivalent	E
MRCP or equivalent	E
FRCPPath or equivalent	E

Experience	
Clinical training and experience in clinical and laboratory Haematology	E
Experience in teaching and research	D
Experience of teaching & supervising junior medical staff.	E
Commitment to support research and development within the Trust R&D policy	E



Peer – reviewed publications	D
Understanding of research techniques and design	E
Ability and commitment to practice	E
Published research	D
Commitment to continued research	D

Skills and knowledge

Good organisational and management skills	E
Sufficient skills in managing time, paper, and people to enable efficient organisation of Consultant practice	E
Potential to lead and develop haematology services	D

Personal qualities

Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses, and other agencies	E
Ability to work within a multi-disciplinary team	E