

Information Pack
and
Job Description
for
CONSULTANT HAEMATOLOGIST
DIVISION OF DIAGNOSTIC CLINICAL
SUPPORT



Some facts about us:



We are in the HSJ/Nursing Times list of the top 100 places to work



On average 98% of our patients would recommend us to their Friends and Family



We're rated as 'better than average' or above in 24 categories out of 32 of the national NHS staff satisfaction survey



We are in the top 20% of Trusts for effective staff engagement



We are in the top third of all Trusts in terms of openness, transparency and learning from mistakes, being rated as 'good'



Our young patients have rated us as the fourth best childrens' in-patient service in the country



We routinely meet our cancer targets and mortality rates are within expected levels. Our performance against all other targets is generally good.



Our Foundation Training Programme has been the highest rated in the North West Region

Introduction

East Lancashire Hospitals NHS Trust is a large, integrated healthcare organisation.


With over 7,800 staff and 970 in-patient beds, we are a large provider of Acute District General and Specialised Hospital services, as well as Community Services and Childrens Mental Health Services.

Our two main hospital sites, The Royal Blackburn Teaching Hospital and Burnley General Teaching Hospital have been rated “GOOD” in 2016 by the Care Quality Commission.

Our Board is professional, ambitious and capable.

Our vision is ***‘To be widely recognised for delivering safe, personal and effective care’***.

Quality and safety are at the heart of everything we do and we are committed to providing harm free care. Our fabulous, highly trained staff are key to our growing reputation as a great place to receive treatment, as well as a great place to work.

East Lancashire Hospitals 
NHS Trust



Safe | Personal | Effective

www.elht.nhs.uk

Safe | Personal | Effective

EAST LANCASHIRE HOSPITALS NHS TRUST

East Lancashire Hospitals NHS Trust provides a caring service to a population of 550,000 in the Pennine Lancashire area. Services are provided from our two main sites, the Royal Blackburn Teaching Hospital and Burnley General Teaching Hospital and from our community rehabilitation wards at Pendle Community Hospital, Accrington Victoria Hospital and Clitheroe Community Hospital.

Our current five-year clinical strategy 'Fit for the Future' provides a robust clinical platform to ensure we deliver safe, personal effective services in the community and in our hospitals.

We treat almost 700,000 patients every year in our hospitals and community settings, using state-of-the-art equipment and facilities. We provide a full range of acute hospital and adult community services and we are a specialist centre for hepatobiliary, head and neck and urological cancer services, robotic assisted surgery, specialist cardiology services and we are also a network provider of Level 3 Neonatal Intensive Care. We are a nationally accredited Centre for Endometriosis and Uro-Gynaecology Surgery.

Our Blackburn site is the centre for all acute services in East Lancashire other than Obstetrics and Gynaecology. The Emergency Department at Blackburn is the only ED for East Lancashire and is a Trauma Unit in the Lancashire Trauma Network working closely with the Trauma Centre at the Royal Preston Hospital. The ED is supported by Urgent Care Centres at Blackburn and Burnley and a Minor Injuries Unit at Accrington. We have day and night Air Ambulance helicopter landing facilities.

Burnley General Teaching Hospital is the site for the East Lancashire Women's and Newborn Centre and is the largest in-patient consultant led obstetric unit in the North West. There is also a midwife-led birthing unit off the Hospital site in Blackburn.

In 2012 the Royal Blackburn Teaching Hospital was designated as one of the Lancashire Vascular Centres and is one example of our specialist services.

The Trust also has close links with a number of Tertiary Centres in Manchester and Liverpool for both adult and children's services.

ROYAL BLACKBURN TEACHING HOSPITAL

The hospital is situated just off Junction 5 of the M65. It is our main hospital site receiving most emergency patients. Other than for obstetric emergencies, all blue light ambulances attend this site.

Services at the Royal Blackburn Teaching Hospital site include:

- A busy Emergency department, with 8 bedded resuscitation area, and a co-located Urgent Care Centre and ambulatory care facility
- ITU, HDU and POCCU facilities.
- Radiology including MRI and CT seven days per week, as well as isotope scanning
- Acute Surgical Services (General Surgery, Vascular Surgery, Urology, T&O, ENT, Maxillofacial and Surgical Triage Unit)
- 11 Operating Theatre complex with integrated Day Case Unit, 24 hour Emergency Theatre, Angiography Suite
- Endoscopy Unit providing a 24/7 Upper GI bleed endoscopy service
- Acute Medical beds, Medical Assessment Unit and Fast Flow wards.
- Cardiac Unit (a CCU, specialist cardiac ward and 2 Cath Labs)

- Generalised and Acute Paediatric services
- Learning & Development Centre
- Research Centre

BURNLEY GENERAL TEACHING HOSPITAL

Services at this site include:

- Lancashire Women and Newborn Centre including 5 Operating Theatres, Consultant led maternity unit, midwife led birthing centre, Level 3 Neonatal Intensive Care Unit, general, emergency and specialist gynaecology services
- Urgent Care Centre: A new purpose built building with a children's assessment and observation area, and an on-site GP unit
- Elective Orthopaedic Centre (28 beds and 5 operating theatres)
- Endoscopy Unit
- Paediatric Day Surgery Unit
- Radiology services including CT
- Ophthalmology Unit and dedicated Ophthalmology Theatres
- Recently opened elective care centre incorporating facilities for day case surgery and short stay surgery, two theatres one of which is laparoscopic theatre and a procedure room. This facility will eventually include chemotherapy suite and enhanced endoscopy facilities.

TEACHING AND RESEARCH/ INNOVATION

Across all our sites we pride ourselves on our teaching and for providing a great experience for trainee doctors. We have received excellent feedback from medical students, foundation year doctors and specialty trainees. One of our respiratory consultants was awarded "Teacher of the Year" by Manchester Medical School students. Our Obstetrics and Gynaecology specialty trainee feedback and evaluation rated us the highest in the North West.

Since 2016, we have entered into a strategic alliance with University of Central Lancashire, a fast-growing medical school, as their main provider of clinical placements and teaching. Our medical student intake is increasing year on year, with students from several medical schools, both locally and internationally.

We have a thriving community of research in the Trust and we contribute to a wide range of national and international studies, with a high number of patients entering clinical trials.

Our clinical staff continue to develop the range of services offered by the Trust. We provide robotic-assisted urological surgery. We are a Lancashire centre for Head and Neck surgery, maxillofacial and orthognathic surgery, regional dermatology including vulval dermatology specialist services. We are an accredited centre for Vascular surgery, Uro-Gynaecological Surgery and Endometriosis.

LOCAL AREA/POPULATION

The Trust's catchment area is co-terminus with the local districts of Blackburn with Darwen, Hyndburn, Ribble Valley, Burnley, Pendle and Rossendale. Together, these localities represent the area known as "Pennine Lancashire". Each of the locality districts contains substantial rural areas including parts of the West Pennine Moors, the Ribble Valley, the Forest of Bowland, Gisburn Forest and Pendle Hill; some of the most outstandingly beautiful countryside in Northern England. The local town of Whalley has been voted one of the top 50 places to live in the UK

The district is well served by road and rail and is within reach of the Universities of Manchester, Lancaster, Liverpool and Leeds, including UCLan with which ELHT has forged strong links. As well as being close to many urban centres, Blackburn and Burnley are also within easy distance of the Lancashire Coast, the Lake District and the Yorkshire Dales.

The district itself is well provided with leisure activities, for both spectators and participants. There are well developed parks, sports grounds and sports centres in the urban community. There are excellent schools in the locality, both state and fee paying. The housing in the area is both to a high standard and is reasonably priced. The local population looks to the district's health services for most of their health needs.

In comparison with England and Wales as a whole, the Trust has a higher proportion of the population between the ages of 0-14 and a lower proportion of the population between the ages of 15-64. This trend is set to increase with projected increases of about 5% in the population between 0-14. From census data, when compared with the rest of the region, this district has the third highest proportion of households where the head of the household was born in the New Commonwealth or Pakistan.

JOB SUMMARY

THE POST

There are two full-time posts (each post is 10 Programmed Activities) there is one replacement post and one new post within the existing team of three. The successfully appointed candidate(s) will join into the current team of 3 WTE Consultant Haematologists (2 substantive NHS Consultants and 1 locum Consultant). The posts are based at East Lancashire Hospital NHS Trust with duties across Royal Blackburn Hospital and Burnley General Hospital. The hospitals have recently been designated Teaching hospital status.

THE DEPARTMENT

Trust Management Structure

The Department operates within the Division of Diagnostics & Clinical Support, headed by the Divisional Director, Dr Duncan Gavan (Consultant Radiologist), and the Clinical Director of Pathology, Dr Kathryn Brownbill (Consultant Biochemist). Dr Jagdish Adiyodi is the Clinical Lead for Haematology services. The speciality Clinical Lead post is for an initial tenure of 3 years by selective interview. The replacement post is managerially responsible to the Clinical Director of Pathology appointed by the trust.

All Consultants have full independent professional responsibility for their areas of work. Professional accountability is to the Medical Director, Dr Jawad Hussain. The appointee will be a member of the Medical Staff Committee.

Department of Clinical Laboratory Medicine

All major disciplines are included with the exception of Virology and Immunology which are centralised at Preston. There are currently in post 2 substantive Consultant Haematologists and one locum Consultant Haematologist, 10 Consultant Cellular Pathologists, 4 Consultant Microbiologists and 2 Consultant Biochemists. Across both sites there are two full time Speciality Doctors in haematology and a CMT2 doctor. The Haematology service is also supported by 2wte Haematologist cancer nurse specialists.

The Haematology MDT at ELHT has met the QSI standard at a higher level across the region. The diagnostic service is provided by the Haematological Malignancy Diagnostic Service at The Leeds Teaching Hospitals NHS Trust.

The Department of Blood Sciences is UKAS accredited.

Consultant Haematologists	Dr Jagdish Adiyodi (Clinical Lead) Dr Diana Triantafyllopoulou Locum Consultant Haematologist These 2 posts (1 replacement & 1 new post)
Consultant Histopathologists	Dr Kathryn Brelsford Dr Sarah Nicholson Dr Santhi Nanda Kumar (Clinical Lead) Dr Neil Sahasrabudhe Dr Deepa Jacob Dr Madhuri Deolekar Dr Zuhair Twaij Dr Andrea Marsico Dr Laslo Hegyi Dr Kundan Nuwale
Consultant Microbiologists	Dr Sandra Long Dr Ruth White (P/T) Clinical Lead Dr Giuditta Sanna (P/T) Dr Nural Amir
Consultant Biochemists	Dr Kathryn Brownbill (Clinical Director) Mrs Jane Oakey
Directorate Manager (Blood Sciences)	Mr Dayle Squires
Directorate Manager (Clinical Haematology)	Mrs Joanne Lishman

HAEMATOLOGY SERVICES BLACKBURN

Haematology and Blood Transfusion services are centralised at the RBH and together with Biochemistry services constitute the Department of Blood Sciences. Fast and efficient diagnostic and consultative services are provided to the hospital doctors, departments and general practitioners in the designated areas. Blood transfusion and Haematology are fully integrated and managed as a single unit.

The Blood Sciences section is well equipped (see Table below). The entire East Lancashire Pathology Laboratory uses the iSOFT Telepath computer system, with remote requesting and reporting facilities to wards, departments and General Practitioners.

Existing Laboratory Equipment	
4 x Ortho Fusion	General Chemistry
4 x Ortho Visions	Grouping and antibody screening to enable electronic issue
1 x Ortho EnGEN Track	Robotic tracking/sample processing for general chemistry/immunoassay analysers
3 x I L Tops	Coagulation
1 x Siemens Immulite XPI	Immunoassay analyser
2 x Siemens Centaur XP	
6 x Siemens Advia 2120	Full Blood count analyser
1 x Beckman LH750	
1 x Siemens Slide Maker + 2 Haematek Stainers S	
3 x TOSOH G11	HbA1c + Haemoglobin screening
1 x Sebia Hydrasys and 1x Sebia Capillarys	Serum/urine protein electrophoresis

All Biomedical Scientific staff are registered with the Health Professions Council.

Annual Haematology Activity at East Lancashire Hospitals:

Number of new outpatient attendances	1132
Number of review outpatient attendances	6079
Total number of inpatient episodes	125
Total number of day cases	1405

Approximate annual incidence of new Haematological Malignancies in patients across East Lancashire:

Acute leukaemia	= 18
MDS	= 16
CML	= 5
MPN	= 26
CLL	= 33
Myeloma	= 40
Hodgkin Lymphoma	= 12
Large cell lymphoma	= 36
Low grade lymphoma	= 29

Blood Sciences activity (Jan- Dec 2019)

Common tests

FBC	552,833
ESR	80,355
INR	21,509
Coagulation studies	82,252
Ferritin	111,941
B12	52,822
Serum Folate	50,927

Transfusion activity (Jan- Dec2019)

Specimen requests	43,556
Specimen tests	109,761

Matching requests	7017
Red cell units from NBS	9185
Group & antibody screen	38,564

THE JOB ITSELF

- (a) Title: Consultant Haematologist

These posts cover both Royal Blackburn and Burnley General Hospital sites.

- (b) **Relationships**

- (i) Employing Authority: East Lancashire Hospitals NHS Trust

- (ii) **Staffing of the Department**

Blackburn Blood Sciences

Consultant Haematologist	Dr J Adiyodi (Clinical Lead) Dr D Triantafyllopoulou Locum Consultant
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Speciality doctors in Haematology	Dr A Bin Ayub Dr M Taj
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Cancer Nurse Specialist	Mrs H Cowburn Mrs Lisa Fox
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Consultant Clinical Biochemist	Dr K Brownbill Mrs J Oakey
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Blood Sciences Managers (8A)	Mr B Patel, Mr L Carter Mr C Flynn, Mrs D Giles
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Laboratory staff levels (Blood Sciences)

Banding	WTE
Band 8a	4
Band 7	7.1
Band 6	39.13
Band 5	1
Band 4	1.8
Band 3	20.63

Transfusion Practitioners	3 (WTE)
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Staff are accountable to the Head of Department

Secretarial support is provided to the Consultant Haematologists and Speciality Doctor by two full time and two part time secretaries. Additional clerical assistance is provided from a shared clerical pool. Secretarial support for the new appointee will be provided.

(C) Accommodation

Accommodation will be available on Royal Blackburn Hospital site in a shared office. Appropriate equipment including a microscope and personal computer would be provided.

(d) Quality/Health & Safety

The Operations Manager (Dayle Squires) takes lead managerial responsibility within Blood Sciences laboratory, with appropriate delegation to the discipline 8a managers, for Quality and Health & Safety. There is a 0.5wte post providing administrative support. Q Pulse is used for the administration of quality procedures. There is a monthly Blood Sciences quality assurance review meeting.

The consultant haematologist is responsible for laboratory quality assurance however this is devolved on a day to day basis to senior BMS staff in the various areas. The Department participates in all the relevant external quality assurance schemes and is UKAS accredited.

(e) Duties of Posts

There is one replacement and one new post. Applicants are expected to be experienced in all aspects of clinical and laboratory haematology.

Level IIA care is provided in the Trust whilst malignant haematology cases for salvage therapy and high dose therapy are referred to Blackpool Victoria Hospital and Central Manchester Haematology Centres. Given the rising number of haematology cancers an interest in haemato-oncology would be welcomed. Development of areas of specialised expertise is encouraged and would be planned during annual team job planning round. The successful applicant will be expected to work with management and clinical colleagues to further develop the haematology service and achieve the Trust's key objectives.

Locum cover will not be provided for Holidays and Study leave. An out of hours on call service is provided with an expectation that the out of hours rota would be shared equally amongst the Consultant Haematologist team.

The appointee will hold FRCPATH or show evidence of equivalent training.

Applicants are required to possess full and specialist registration (and a licence to practise) with the General Medical Council (GMC) (or eligible for registration within six months of interview)

Applicants that are UK trained should be a Holder of Certificate of Completion of Training (CCT), or 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

An annual job plan is agreed with the Clinical Director. Should there be a disagreement the appeals procedure is outlined in ELHT guideline for Consultant Job Planning (ELHT/HR051V2) disagreement with full details of the mediation process and appeal procedure are outlined in Schedule 4 of the Terms and

Conditions which can be found on the NHS Employers web site:
www.nhsemployers.org/workforce/workforce-1037.cfm

MANAGEMENT OF CLINICAL HAEMATOLOGY PATIENTS

- **OUTPATIENT CLINICS**

The following describes the current working arrangements. However once the fourth haematologist has been appointed a review of these arrangements would be reviewed within the team.

Blackburn site

Haematology outpatients are seen in a dedicated suite of consulting rooms within the OPD department. Clinics are held daily Monday to Friday (9 in total) and there is the facility to see urgent referrals outside normal clinic times.

Burnley site

Three outpatient sessions are held weekly.

- **INPATIENT CARE**

Haematology patients admitted via Medical Assessment Unit to RBH are under the care of the on call Physician and, once transferred to a ward another Consultant Physician may be responsible for their care, often on a joint basis with the Consultant Haematologist. However, when appropriate, Haematology patients are transferred to the care of the Consultant Haematologist. There are ring fenced haematology beds (no upper limit) on medical ward in RBH with Medical cover (ST3+ cover out of hours and weekends). Weekend on call cover at consultant level provide by on call haematologist (non-resident).

The nurses are managerially and professionally accountable to the Director of Nursing. There are two Haematology Cancer Nurses appointed to work across both hospital sites.

Paediatric malignant haematology is referred to Central Manchester FT for specialist care. Paediatric haematology is the clinical responsibility of the Paediatricians with advice from Haematologists from Manchester Children's Hospital.

There is a quarterly Hospital Transfusion Committee meeting and bimonthly Trust VTE committee meeting attended by a Consultant Haematologist.

- **HAEMOGLOBINOPATHY**

East Lancashire is a high prevalence area. The Local haemoglobinopathy team (LHT) is led by Dr D Triantafyllopoulou, with quarterly joint clinics with team from the Specialists Haemoglobinopathy Centre at Central Manchester Foundation Trust. All antenatal women are screened for haemoglobinopathies as part of the National Screening Programme.

- **ANTICOAGULATION**

Burnley site

Pharmacy provides routine outpatient anticoagulation services via clinics held in outpatient department, outreach clinics in GP surgeries and a postal service exists. The Consultant Haematologists provide clinical advice as appropriate. The DAWN anticoagulation system is in use and is well developed.

Routine coagulation and thrombosis services are provided locally. Complex cases and inherited coagulation disease are managed by Central Manchester FT.

Blackburn site

There is a central dosing system for inpatients' anticoagulation in the Blackburn Hospitals. Doses are notified to the wards via the Telepath computer system.

Outpatient anticoagulation is largely based on 2 outpatient clinics; Blackburn on a Friday afternoon and Accrington on a Tuesday afternoon. Anticoagulant dosing is nurse led (3 clinical nurse specialists, 2 wte) and is supervised clinically by the Consultant Haematologist and staff grade doctor.

- **HAEMATOLOGY MDT**

A weekly Multidisciplinary Team Meeting based at East Lancashire Hospitals NHS Trust via remote videoconferencing with HMDS (Leeds) and the Radiotherapy service is provided by the Lancashire Teaching Hospitals.

TERMS AND CONDITIONS OF SERVICE

This post is subject to the 2003 Consultant Contract.

The appointee will be required to live within 10 miles or 30 minutes travel time by car of the Royal Blackburn Hospital. The Trust will reimburse certain expenses relating to removal and relocation when required; the expenses refunded shall reflect the actual costs involved and will not exceed £8,000.

A satisfactory medical examination is a condition of employment for Medical and Dental staff in the NHS.

Candidates are requested to note that any person recommended for appointment in connection with this post will be referred to the DBS (Disclosure & Barring System) for their clearance.

Please note: In line with other NHS organisations in the North West Region, the Trust is now passing the charge for undertaking a DBS check on to candidates in the event they are successfully appointed into the post for which they have applied. Candidates can choose whether to pay this over 1-3 months as a deduction from the monthly salary. By applying for this vacancy you are agreeing to this undertaking in the event you are successfully appointed.

TEACHING

The post holder will have responsibility for the training and supervision of trainees who work with them. The post holder will devote time to this activity on a regular basis and may be named in the contracts of training grade doctors as a first point of contact for education supervision, appraisal and career advice. The post holder will be responsible for supervising the education of medical students/foundation year doctors attached to the department. The trust encourages Consultants to participate in OSCE for medical students.

The post holder will be expected to keep up to date with developments within the speciality by attending appropriate conferences and study courses.

RESEARCH

There are ample opportunities and facilities for research, which is supported locally through the Research and Development Committee. There is also active support from the Universities of Lancaster, Central Lancashire and Manchester, with which there are collaborative projects.

CONTINUING CARE

The appointee will be responsible for the continuing care of patients in their charge and for the proper functioning of their department.

MANAGEMENT RESPONSIBILITY

All Consultants are required to attend the monthly departmental and Directorate Meetings. Post holders will be expected to share in administrative duties allocated by mutual agreement within the Directorate.

STANDARDS OF CONDUCT

The post holder will conduct duties with regard to the Trust's Vision and Values detailed on page 4 of this Job Description.

GOVERNANCE

i) CONTINUING PROFESSIONAL DEVELOPMENT

The appointee is expected to undertake CPD activities, in accordance with the relevant professional Colleges and Trusts requirements. There is a funded study leave allocation of 30 days/3 year cycle. The funding for this is as per the Trust guidelines and appointee can take a total of 30days in a 3 year cycle for study leave and professional leave.

ii) APPRAISAL

The post holder, in common with all posts in the Trust, will participate in the Trust's appraisal process.

iii) SAFE AND EFFECTIVE CARE FOR PATIENTS

The Trust is committed to providing safe and effective care for patients. To ensure this there is an agreed procedure for Medical staff that enables them to report quickly and confidentially, concerns about the conduct, performance or health of medical colleagues (Chief Medical Officer 1996).

All Medical staff practising in the Trust should ensure that they are familiar with the procedure and should apply it.

iv) RISK MANAGEMENT

It is a standard element of the role and responsibility of all staff of the Trust that they fulfil a pro-active role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

v) TRUST POLICIES AND PROCEDURES

All staff should ensure that personal action and conduct comply with Trust Policies and Procedures, e.g. Infection Control, Health and Safety, Fire Procedures, No Smoking Policy, Equal Opportunities, Confidentiality, etc.

Clinical Effectiveness (Clinical Governance/Audit)

The appointee will be expected to actively contribute to the Directorate annual clinical audit programme and contribute to multidisciplinary clinical audit.

The Directorate operates a clinical incident reporting system (DATIX). IR1s are reviewed at the monthly quality meeting. Management review and quality objectives are set in accordance with UKAS requirements. The Directorate operates a quality dashboard reviewed monthly.

The appointee will also be expected to provide advice in development of clinical guidelines, investigation protocols, laboratory SOPs.

Revalidation

In accordance with ELHT Consultant job planning guidance, all Consultants are allocated 1 core SPA per week for professional development (CPD), Job Planning, Appraisal, Mandatory Training, Audit and other work required for revalidation given that these activities are required of all Consultants. Additional non-core SPA activities are reviewed and agreed at annual job planning.

Out of hours and on call

The post holder will be expected to participate in Haematology on- call rota (frequency and remuneration will be dependent on participation numbers and in accordance with ELHT Job Planning guidance). Based on the current Consultant team the on-call commitment is currently 1 in 3 category A but may be subject to variation.

RECORDS MANAGEMENT/DATA PROTECTION ACT

As an employee of the Trust, you have a legal responsibility for all records, including patient health, financial, personal and administrative, that you gather or use as part of your work within the Trust. The

records may be paper, electronic, microfiche, audio, video tapes, x-ray images etc. You must consult your Manager if you have any doubt as to the correct management of the records with which you work.

HEALTH AND SAFETY REQUIREMENTS

All employees of the Trust have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with Management to enable the Trust to meet its own legal duties and to report any circumstances that may compromise the health, safety and welfare of those affected by the Trust undertakings.

CONFIDENTIALITY AND INFORMATION SECURITY

As a Trust employee you are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. This duty lasts indefinitely and will continue if you are no longer employed by the Trust.

All the information which identified individuals in whatever form, paper, picture, electronic data, images or voice, is covered by the Data Protection Act 1988 and should be managed in accordance with this legislation.

EQUAL OPPORTUNITIES

The Trust provides a range of services and employment opportunities for a diverse population. As a Trust employee you are required to treat all patients, customers, visitors and work colleagues with dignity and respect irrespective of their background.

CHILD PROTECTION

All employees have a responsibility for safeguarding and promoting the welfare of children. Further guidance can be sought from your Line Manager.

VISITS

The variety and scope of the work offered in this post can best be appreciated by visiting the Trust and hence informal visits/ discussion with prospective colleagues are welcomed. Accordingly potential applicants are invited to contact the following:-

Dr Jagdish Adiyodi, Consultant Haematologist and Clinical Lead
Tel: 01254 734146

Dr Kathryn Brownbill, Clinical Director of Pathology
Tel: 01254 734153

The purpose of this document is to act as a guide to the duties which may be required. It is not an exhaustive list and other duties may be required in accordance with the grade of the post and the competence of the post holder. The Job Description, from time to time, may be subject to review and change following consultation with the post holder. The job plan is reviewed and agreed annually.

APPENDIX A

Consultant Haematologist Job Plan- 10PA

Proposed Job plan-subject to change*

Activity	
Outpatient clinic	3 Clinics (3x1PA)
MDT	1PA
Ward round	1PA
Choose and book/ chemotherapy prescribing/ advice & guidance/ laboratory	1.6PA
Patient admin	1.0PA
SPA	1.4PA
On call cat A	
Predictable/unpredictable on call	1PA
Total	10PA

* Please note that the job plan will be reviewed and agreed with the successful candidate, subject to variation.

The post holder will be expected to participate in Haematology on- call rota (frequency and remuneration will be dependent on participation numbers and in accordance with ELHT Job Planning guidance).

The post holder will be expected to work across Royal Blackburn and Burnley General Hospital sites.

The contract would be reviewed annually.

Note: The current post holders are keen to tailor their activities to allow the new appointee to develop oncological haematology. For this reason the job plan will be developed individually with the successful candidate. Transfusion sessions and laboratory reporting duties will need to be allocated between the existing Consultants. Attendance at the East Lancashire MDT would be expected. In order to maintain flexibility the job plan would be tailored to meet the interests of the post holder with the present post holders working around those interests.

The above is a specimen only and may be amended to reflect the needs of the service

PERSON SPECIFICATION
CONSULTANT HAEMATOLOGIST

	ESSENTIAL FOR THE POST	DESIRABLE FOR THE POST
ATTAINMENTS Educational Qualifications Professional/Occupational Qualifications	<p>Full and specialist registration (and a licence to practise) with the General Medical Council (GMC) (or eligible for registration within six months of interview)</p> <p>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.</p> <p>Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT</p> <p>FRCPath or equivalent qualification</p>	
TRAINING	Attendance at appropriate professional meetings and courses	Experience in one or more subspecialty areas and ability to take a lead role in that area
EXPERIENCE	<p><u>Practical</u></p> <p>Diagnosis and management of wide range of haematology disorders</p> <p><u>Teaching</u></p> <p>Evidence of undergraduate and postgraduate teaching and commitment to these within the Trust</p> <p><u>Audit</u></p> <p>Understanding and experience of performing audit during general professional and higher specialist training</p> <p><u>Research</u></p> <p>Awareness of basic research methods</p> <p>Familiarity with evidence based practice</p>	<p>Attendance at courses in teaching, appraisal and mentorship</p> <p>Previous research projects/publications</p>

	ESSENTIAL FOR THE POST	DESIRABLE FOR THE POST
CONTINUING PROFESSIONAL DEVELOPMENT	<p>Clear commitment to lifelong learning</p> <p>Experience of evidence based medicine</p> <p>Ability to keep up to date in the speciality</p>	<p>Membership of appropriate post-graduate societies.</p> <p>IT skills</p>
MANAGEMENT	<p>Understanding of current NHS management systems including clinical governance and risk management.</p>	<p>Attendance at appropriate management courses.</p> <p>Experience in appraisal and mentoring</p>
PERSONAL SKILLS Communication and Relationships Supervision Leadership Teamwork	<p>Ability to communicate with colleagues and users of the service including patients and their relatives.</p> <p>Experience of supervision of trainees</p> <p>Ability to lead the development of services and provoke best practice amongst the colleagues in a changing environment</p> <p>Ability to work in a team with professional colleagues both medical and non-medical</p>	<p>Attendance at e.g. Death/Bereavement or Breaking News workshops and Counselling courses</p> <p>Evidence of development of leadership within the work environment</p>
CIRCUMSTANCES	<p>Agree to live within 30 minutes travel time of the Trust unless permitted otherwise</p> <p>Able to travel to meet the requirements of the post</p>	