

Job Title:	Clinical Fellow (FRCPath or equivalent)
Department:	Histopathology - Cellular and Molecular Pathology
Grade:	Clinical Service Fellow with FRCPath or equivalent
Base:	Stanmore
Hours:	08.00 – 18.00 (40 hours per week)
Responsible to:	Clinical Lead
Accountable to:	Clinical Lead
Key relationships	Consultant histopathologists, surgeons, radiologists and other members of the London Sarcoma Service MDT; clinical fellows, BMS, laboratory technicians, biobanking staff in the department and research staff in UCL)

Job Purpose

With the ever-increasing demands on trainees to deliver the service and obtain their CCST rapidly, there is often little time for learning new skills, and developing and introducing new ideas which could improve the quality and efficiency of the discipline.

This post has been developed to provide an individual who wishes to excel in the field of pathology the opportunity to develop skills to do just that. The Fellow will be trained in skills which are transferable and have the potential to be usefully employed in all areas of diagnostic pathology. The skills acquired will allow the individual to continue to develop over their career and to respond to changes that are likely to take place over the coming decades because of the greater use of technology. If the Fellow were interested, they could enrol in a post-graduate degree, but this is not a requirement.

The Fellow will acquire high level diagnostic skills by supporting the 4 consultants in delivery of the clinical service. The experience and training will provide the successful candidate the opportunity to become a highly competent specialist consultant histopathologist over the 12 months of the fellowship. Ideally, we would like to see the Fellow obtain a sarcoma post for which there is an unmet need across the UK and abroad however the skills acquired in this post would make them competitive for other areas in pathology if that is what they wished to pursue.

TRUST PROFILE

The Royal National Orthopaedic Hospital was founded in 1907 with the amalgamation of London's three specialist orthopaedic hospitals into one single centre of excellence. We can therefore trace our history back to 1838 when the Royal Orthopaedic Hospital was founded.

The Royal National Orthopaedic Hospital NHS Trust was formed in 1991 as part of the first wave of NHS Trusts.

The RNOH provides a comprehensive range of neuro-musculoskeletal healthcare, ranging from acute spinal injury or complex bone tumour to orthopaedic medicine and specialist rehabilitation for chronic back pain sufferers. This broad range of neuro-musculoskeletal services is unique within the NHS.

Our range of services includes Joint Reconstruction, Spinal Reconstructive Surgery, Bone Tumour and Soft Tissue Sarcomas (supra regional service), Peripheral Nerve Injury, Paediatric Orthopaedics, Congenital Deformity, and Complex and Revision Joint Work. There is also a dedicated Spinal Injury Service taking referrals from London and the South of England.

There are 202 inpatient beds including 12 critical care beds on the main hospital site at Stanmore, meeting patients' needs of all ages. 105,000 outpatients are seen each year at the Stanmore site and a further 30,000 patients each year are seen at our Bolsover Street site in Central London.

The main hospital site is located in Stanmore, within the strategic health authority for London. However, as a national and international centre of excellence, we treat patients from all over the UK and other parts of the world, many of whom are tertiary referrals for second opinions or for treatment of complex or rare conditions.

The combined revenue of the Trust is in excess of £110 million and we employ approximately 1300 staff.

In 2016, a new hospital was opened which houses a new centres for Children & Young People; the London Spinal Cord Injury Service; complex adult acute beds and Imaging.. This forms the first phase of a redevelopment programme that ultimately will deliver further new facilities for Outpatient Assessment; Theatres, Day Case, Short Stay and Critical Care and all support accommodation.

- Continuing to retain its identity as a national and international centre of excellence for patient care.
- Developing the use of multi-disciplinary working and cross boundary collaboration.
- Emphasis on the patient being at the centre of all interventions, therefore providing a patient focused approach in the delivery of our care.

THE DEPARTMENT

The Cellular and Molecular Department at the RNOH has full UKAS accreditation. It is one of five National Commissioning Group bone tumour pathology units in the UK. The RNOH pathology service is more or less similar in size to the Royal Orthopaedic Hospital in Birmingham in terms and sees more tumour cases than the other 3 units.

The Cellular and Molecular Pathology Department provides the pathology service for the London Sarcoma Service. This service is delivered from the RNOHT NHS Trust. All limb sarcoma surgery and biopsies are undertaken at RNOH and the oncology and radiotherapy service is provided from the latter. Sarcoma of other parts of the body (head and neck, chest, breast, abdomen, female and male genital tract etc.) are undertaken at UCLH. The cut-up of these specimens is performed at UCLH but all cases are reviewed at RNOH.

The surgeons and oncologists see patients as required on both sites, and there are joint Out Patient Clinics.

There is a multidisciplinary team meeting every Friday morning where a video link joins the 2 sites. This has been running for 10 years and is very successful. Consultant pathologists attend this meeting. On the second Thursday of every month, there is another MDT meeting in UCLH at which post surgical resection management of patients is discussed. A pathologist always attends this meeting.

The consultant pathologists at RNOH have a close working relationship with colleagues at Royal Orthopaedic Hospital Birmingham, and the Nuffield Orthopaedic Hospital Oxford. A case from each unit is circulated to the other 2 hospitals on a weekly basis. The consultant from Oxford visits us at regular intervals to discuss difficult cases. If there is a significant disagreement on a diagnosis between consultants, the case is sent to review to the Royal Orthopaedic Hospital Birmingham, and the Nuffield Orthopaedic Hospital Oxford.

DETAILS OF THE CURRENT STAFFING IN THE DEPARTMENT

At present there are 4 consultant histopathologists in the department at RNOH. The team comprises:

Professor Adrienne M Flanagan, clinical lead of the cellular and molecular department at RNOH, and academic head of department of UCL Pathology. 0.5 WTE RNOH honorary consultant, 0.5 WTE academic commitments.

Dr Roberto Tirabosco, 1.00 WTE, Consultant Histopathologist, RNOHT

Dr Fernanda Amary, 1.00 WTE, Consultant Histopathologist, RNOHT

Honorary senior lecturer, UCL Cancer Institute

Dr Nischalan Pillay, CRUK-funded clinician Fellow UCL (0.8 WTE), honorary NHS consultant (0.2WTE)

We work closely as a team, sharing the workload: all newly diagnosed cases are reported by at least 2 consultants.

BMS Staff

Service Manager Band 8a	1.00 WTE
Technical Lead Band 8a	1.00 WTE
Quality Manager Band 7	1.00 WTE
Advanced Practitioner BMS Band 7	2.00 WTE
Molecular Scientist Band 7	1.00 WTE
Molecular Scientist Band 6	1.00 WTE
BMS Band 5	4.00 WTE
Laboratory technician Band 4	1.00 WTE

Clerical Staff

A&C band 4	1.00 WTE
A&C band 4	1.00 WTE
A&C band 4	1.00 WTE
A&C band 4	0.60 WTE

We report close to 6000 cases per annum, comprising 3000 bone and soft tissue tumours. In addition, the tumour work from one of the other bone tumour units, The Robert Jones and Agnes Hunt NHS Trust in Oswestry, is provided by the RNOH sine 2016. This results in an additional 2000 cases per annum. We also see a range of metastatic carcinoma, lymphoma and non-neoplastic cases. We run an in house molecular pathology service including FISH for

gene rearrangements and amplification, detection for rearrangements by RT-PCR and point mutation analysis.

The pathology fellow team comprises 2 whole time equivalent clinical fellows.

RESEARCH AND DEVELOPMENT

A particular strength of the unit is that it is strong in research and development, and has contributed to the development of diagnostic molecular pathology in the field of sarcoma. This is reflected the number of peer-reviewed publications that have been generated from the unit over the last 10 years.

The research originally was largely built on our archived diagnostic material that has been biobanked for the last two decade, and and samples are biobanked prospectively. There is a biobank Team of four research technicians. Our aim over the next few years is to exploit our recent and on-going genomic profiling of bone and soft tissue tumours and translate this into diagnostic pathology. A major aim is to develop improve diagnostic accuracy, and identify prognostic and predictive biomarkers. Introduction of liquid biopsies / measuring circulating tumour DNA for monitoring patients is a major aim over the 5 years.

The successful candidate will have FRCPath or the equivalent.

The individual will

- Will have experience in general pathology including the gross dissection of complex specimens
- Show that that they are interested in developing and modernising the field of pathology,
- Have the ability to develop excellence in the field in some area of the field of pathology
- Be able to show an eagerness to excel in any field of pathology

Main Duties and Responsibilities

The appointed individual will undertake the cut up of complex musculoskeletal pathology cases under supervision of a consultant histopathologist, and will supervise more junior / less experienced staff undertaking this task.

The individual will draft histopathology reports on specimens received from RNOH and from referred hospitals. In the first instance these reports will be jointly authorised with a consultant histopathologists but with time, it would be expected that the appointee would have gained sufficient knowledge and experience to sign out cases.

The reports are based on the interpretation of the microscopic features of tissue, the gross and/or radiological findings and appropriate additional tests including immunohistochemistry, fluorescence in situ hybridisation, and PCR-based tests including generation sequencing in the light of clinical information. The clinical information should be provided by those requested the tests, but information can also be accessed at the multidisciplinary meetings.

The successful candidate will also be required to undertake the following with emphasis on areas of particular interest to the successful candidate:

- Draft the microscopic findings of cases that s/he has cut up and present the reports to a consultant histopathologist for authorisation (*with time it would be expected that the appointee would sign out cases independently*)
- Undertake under supervision the gross analysis of complex specimens (only at RNOH), and /or supervise biomedical staff when undertaking cut up of non-complex cases
- Undertake, develop and interpret molecular pathology tests for the diagnostic service
- Develop the transformation to digital pathology
- Undertake audits of the work performed in the pathology department
- To work as a team with other members of the department to ensure that UKAS accreditation is maintained, and that the standards of the service are being continually improved
- To participate in biobanking of material for operations performed at RNOH
- To participate in CPD
- To participate actively in departmental and consultant meetings

Safeguarding Children and Vulnerable Adults At Risk

The Trust recognises its duty to safeguard and promote the welfare of children, young people and adults. Staff must at all times treat patients with dignity and respect protecting, young people and adults at risk from abuse and neglect

Employees have a responsibility to ensure that prompt and appropriate action is taken when concerns have been made about a child, young person or adults at risk. Employees should be aware of their responsibilities as detailed in the Local Safeguarding Children Procedures and Safeguarding Adults at Risk Policy.

The Trust will assist you by providing mandatory training, support and advice.

Safeguarding children and adults is everyone's business

Equality, Diversity & Inclusion

The RNOH is proud to be a diverse & inclusive organization, representing people from a wide group of ethnicities, gender identities, sexualities, disabilities, ages, religions and beliefs. The Trust is committed to ensuring that it is a place where our staff, patients and visitors feel included, represented and receive the support that best meets their needs.

We recognize and exercise our duty act on institutional discrimination and address inequality within our organization. **The post holder will be expected to behave in a way that is actively anti-racist, anti-discriminatory and facilitate equality and equity at all times within their role.** This will include engaging with the implementation of the Trust EDI Strategy and attending essential EDI training as and when required by the Trust.

We are a Level 2 Disability Confident Employer. **If you have a Disability** (including conditions that affect your mobility, senses, mental health, neurodivergence or long-term health) **and require support to make the workplace accessible, we will make reasonable adjustments to support you.** Therefore, we encourage you to **declare your disability, identify what support you need** and we will make the workplace accessible to your needs.

We are an organisation that supports flexible working and are able consider and offer a range of flexible working practices. Depending upon the nature of your role, this can include hybrid home working, part-time roles and job shares.

IT Skills

All staff are required to demonstrate a level of IT literacy skills appropriate to their job, as the use of IT is fundamental in delivering good quality efficient health care.

Effort and Environment

The following information has been designed to assist the recording of the effort and environment factors required for Agenda for Change.

- **Physical**

There may be some levels of physical effort required due to walking to different areas of the Trust or attending meetings off-site in Central London. There will also be a need to travel to RJAH Shropshire on about every six weeks. There may be limited times whereby lifting and sorting through boxes or equipment is necessary.

- **Mental**

There is a constant demand to meet turn-around times and deliver challenging cases. However, to combat unnecessary unhealthy stress in this role the Trust works to ensure appropriate staffing (using the guidelines of the RCPATH) to cope with the workload. Furthermore, here is an experienced group of supportive consultant histopathologists, radiologists, surgeons and oncologist who work closely to provide support and advice on all clinical decisions. There is no time during the delivery of the clinical practice that a consultant pathologist is left without support. There is a constant requirement to work to high standards set by UKAS. This should not lead to unhealthy levels of stress as we have appropriate staff for the workload.

- **Emotional**

There will be limited frequency of emotional effort required to undertake clinical or non-clinical duties that are generally considered to be distressing and/or emotionally demanding e.g. giving un-welcome news to staff, dealing with difficult situations / circumstances or those with severely challenging behaviour, typing / processing reports / letters transmitting highly distressing events. However, the department and the Trust in general provides training and support for coping with emotional challenging events.

- **Working conditions**

There are no unavoidable hazardous conditions required for this post assuming normal Health and Safety standards are met.

Assuming normal Health and Safety standards are met.

Frequent VDU use and working from home.

Driving to and from work is not included.

Terms and Conditions of Service

This appointment is subject to the terms and conditions of employment of the Royal National Orthopaedic Hospital NHS Trust.

Professional conduct

The post holder must comply with the Code of Professional Conduct applicable to their profession.

Risk Management

The Royal National Orthopaedic Hospital NHS Trust strives to take a holistic approach to the management of risk; Health and Safety, Caldicott, Corporate and Clinical Governance requirements are all elements of risk management.

Risk management is fundamental in ensuring the safety of all whilst on Trust premises and in ensuring that a high level of quality care is continually provided. To support staff in the management of risk, the Trust provides training programmes and facilitates staff in the use of risk management identification tools. In turn, individuals are responsible for ensuring that they attend training sessions and adhere to the Trust's policies and procedures, which includes the reporting of incidents, both actual and near miss.

Health and Safety at Work Act

Under the provisions of the Health and Safety at Work Act 1974 it is the duty of every employee to:

- Take reasonable care of themselves and of others who may be affected by their acts or omissions.
- Co-operate with their employer in ensuring that all statutory and other requirements are complied with.

Clinical Governance

All staff must comply with the Trust Infection Control Policy. All employees must attend infection control training as required within their department as directed by their line manager.

Confidentiality

Post-holders must maintain the confidentiality of information about patients, staff and other health service business in accordance with the Data Protection of 1998. Post-holders must not, without prior permission, disclose any information regarding patients or staff. If any member of staff has communicated any such information to an unauthorised person those staff will be liable to dismissal. Moreover, the Data Protection Act 1998 also renders an individual liable for prosecution in the event of unauthorised disclosure of information. Following the Freedom of Information Act (FOI) 2005, post-holders must apply the Trust's FOI procedure if they receive a written request for information.

No Smoking Policy

The Trust prohibits smoking in all of their buildings and premises.

Person Specification

Description	Essential	Desirable	A/I
Communication & Relationship Skills	<p>Enthusiastic and pro-active attitude</p> <p>Approachable and reassuring.</p> <p>Works effectively independently and as part of a team.</p> <p>Excellent numeracy and literacy.</p> <p>Able to communicate effectively with clinical colleagues, managers, other staff, patients and relatives</p>	<p>Resilient when working in a busy and time-sensitive environment.</p> <p>Supports team members to deliver a common goal.</p> <p>Communicates complex or sensitive information clearly and concisely.</p>	<p>A&I</p> <p>A&I</p> <p>A&I</p> <p>A&I</p> <p>A&I</p>
Knowledge, Training & Experience	<p>FRCPATH or equivalent, able to be registered (quickly) with GMC, have the IELTS test (if required).</p> <p>Experience in general pathology including undertaking gross cut-up of complex pathology cases</p> <p>Understands basic Health and Safety in healthcare/laboratory environments.</p> <p>Aware of the Human Tissue Authority (HTA).</p> <p>Knowledge of cancer</p>	<p>Aware of confidentiality and data protection in relation to patient information</p>	<p>A&I</p> <p>A&I</p> <p>A&I</p> <p>A&I</p> <p>A&I</p>
Analytical & Judgment Skills	<p>Able to make decisions when comparing data/information.</p> <p>Meticulous attention to detail and accurate data recording.</p> <p>Produces reliable work and keeps accurate records</p>	<p>Able to analyse more complex data or situations.</p>	<p>A&I</p> <p>A&I</p> <p>A&I</p>
Planning & Organisational Skills	<p>Reliable and punctual.</p>		<p>A&I</p>

	<p>Prioritises tasks and organises daily workload to deliver work to deadlines.</p> <p>Works flexibly and adapts to change.</p> <p>Flexible in terms of timetable so as to allow delivery of service when colleagues are on leave</p>		<p>A&I</p> <p>A&I</p> <p>A&I</p>
IT skills	<p>Basic IT skills (Microsoft Office suite etc. -to be tested during probationary period). Experience of using databases to search for information.</p> <p>Confident using basic Microsoft Excel functions to record and filter data.</p>	Experience of LIMS	<p>A&I</p> <p>A&I</p> <p>A&I</p>
Responsibility for Equality, Diversity and Inclusion	Demonstrable commitment to anti-discriminatory and inclusive behaviours and practices		A/I
Responsibility for Policy/Service Development	<p>Responsible for ensuring the quality of their own work.</p> <p>Liaises with colleagues and senior staff pro-actively to solve problems.</p> <p>Is able to train others once working independently.</p>		<p>A/I</p> <p>A/I</p> <p>A/I</p>
Responsibility for financial & physical resources	Experience of using and maintaining basic laboratory equipment safely and responsibly (e.g. dissection tables, microscope).		A/I
Responsibility for Research & Development	Can perform basic surveys/audits of samples and data involved in projects.		A/I
Freedom to Act	Follows standard operating procedures (SOPs).		A/I

	Responsible for discussing progress with and following instruction from senior staff.		A/I
Mental Effort	Maintains concentration when working in a busy environment.		A/I
Emotional Effort	Occasional exposure to clinical data or emotional situations of a distressing nature.		A/I