

# Consultant Haematologist



*"Building a Better KGH"*- <https://www.kgh.nhs.uk/home>



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Come and meet us!

## Foreword by Rabia Imtiaz, Medical Director

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*“Statement from Rabia”*

## About Kettering

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Northamptonshire is at the heart of England and is known as the Rose of the Shires. There is easy access to road and rail networks that will see you in London, Oxford, Cambridge, or Birmingham within an hour, as well as several airports in easy range.

We have some of the most beautiful countryside, wonderful parks, many stately homes, great shops, theatres, and cinemas. Northampton boasts some beautiful country parks as well as the canal network that runs through Becket's Park just adjacent to the hospital. The University of Northampton Waterside campus is located close to the hospital.

Northamptonshire is at the heart of motorsport, the home of Silverstone and the British Grand Prix. Northampton Saints rugby team is very popular, and the town hosts a first-class county cricket team, football team and excellent water sport centres.

## The Hospital

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Kettering General Hospital NHS Foundation Trust is a busy District General Hospital in North Northamptonshire. It principally serves the populations of Kettering, Corby, Rushden, Wellingborough, and Market Harborough.

The hospital was designated NHS Foundation Trust in July 2008. It has 600 beds and serves a population of approximately 360,000. The hospital provides a full range of acute services, with an Accident and Emergency Department, Intensive Care and High Dependency Unit, and a satellite Dialysis Unit supported by Leicester General Hospital.

A £12M Surgical Day Case Unit and a newly extended Postgraduate Centre were opened in 2006. A comprehensively equipped large new out-patient facility (Nene Park Outpatients), which provides improved local outpatient facilities for the populations of Wellingborough and Rushden, was opened in 2010.

The Foundation Wing, comprising a new paediatric unit, extended coronary care and additional ICU beds (total of 16) was opened in April 2013. A fourth Cardiac Catheter Laboratory and 5th endoscopy suite have recently been opened. There are plans to build a new hospital on site as part of the HIP2 project.

The Trust has well developed specialist cardiology and colorectal services, offering services at the regional level. The Trust sits administratively within the Midlands and East SHA and has well-developed links with the Leicester Royal Infirmary and Leicester Medical School. The trust operates under the umbrella of University Hospitals of Northamptonshire Group

### Our Excellence Values



Compassion

We care about our patients and each other. We consistently show kindness and empathy and take the time to imagine ourselves in other peoples shoes.



Accountability

We take responsibility for our decisions, our actions and our behaviours. We do what we say we will do, when we say we will do it. We acknowledge our mistakes and we learn from them.



Respect

We value each other, embrace diversity and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts beliefs and feelings of others.



Integrity

We are consistently open, honest and trustworthy. We can be relied upon, we stand by our values and we always strive to do the right thing.



Courage

We dare to take on difficult challenges and try out new thinks. We find the strength to speak up when it matters and we see potential failure as an opportunity to learn and improve.

## Partnership with the University of Leicester

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### Partnership with the University of Leicester

College of Life Sciences <http://www2.le.ac.uk/colleges/medbiopsych>

**Pro-Vice-Chancellor, Head of College & Dean of Medicine: Professor Thompson Robinson**  
**BMedSci MD FRCP FESO**

The University of Leicester, with the University Hospitals of Northamptonshire (Northampton General Hospital NHS Trust - NGH) and Kettering General Hospital NHS Foundation Trust - KGH), is committed to enhancing the partnership between academia and the NHS in Leicester, Leicestershire, Rutland, Northamptonshire, and the wider geographical area. A strong synergy between our organisations is the key to success. Major contributions made by consultant colleagues to the academic mission through research, teaching and education, clinical leadership, enterprise, and innovation are recognised by the award of a range of honorary titles from Honorary Fellow through to Honorary Professor.

The mission of the College of Life Sciences is to pursue the highest standards of research, education, and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, both locally and in the wider world. Its considerable academic resources mean that it is widely recognised for its world-leading and internationally excellent research and the quality of its undergraduate and postgraduate teaching.

Based in some of the newest purpose-built and modern facilities in the UK, the College offers a wide range of courses and education in the areas of laboratory, clinical, and population health through the provision of innovative education and globally recognised research. The George Davies Centre is the largest investment in medical teaching and applied research by a UK university in the last decade. Building on the foundations laid at the inception of the medical school in 1975, the College provides an academic and physical environment to enable scientists and clinicians to work together across traditional boundaries to address some of the key outstanding questions in biomedical research, and to engage with increasing effectiveness with commercial and public bodies. We are a thriving community of academic expertise based in laboratory, clinical, health and social science settings.

The high calibre of our academic endeavour is increasingly being recognised, with the latest Research Excellence Framework (REF2021) ranking the University of Leicester 2<sup>nd</sup> for Clinical Medicine (UoA1), with 95% of our submission ranked world-leading (4-star) or internationally excellent (3-star). In addition, we were also the 2<sup>nd</sup> highest rated institution for Sports and Exercise Sciences (UoA24). These results have had a significant impact on our international and national standing; Leicester was ranked 18<sup>th</sup> (of almost 3,000 medical schools) in both the 2021 and 2022 Shanghai World Ranking, and 5<sup>th</sup> in the UK (the highest rank for Clinical Medicine outside of the Golden Triangle). In addition, Medicine was ranked 7<sup>th</sup> in the Complete University Guide 2023; a rise of 18 places.

The College comprises a matrix structure of four Research Departments: Cardiovascular Sciences, Genetics and Genome Biology, Molecular and Cell Biology, Population Health Sciences, Respiratory Sciences; two Teaching Schools: Leicester Medical School, School of Biological Sciences; and two combined Research and Teaching Schools: School of Healthcare and School of Psychology and Vision Sciences.

The University Strategy recognises the Mission of the University as ‘diverse in our make-up and united in our ambition, we change lives through education and research’. Our vision is to provide inspiring education and research working in partnership with our communities to become a truly inclusive theme. Our strategy consists of three themes, World-Changing Research, Research-Inspired Education and Our Citizens, underpinned by our three values of: **Inclusive**, diverse in our makeup and united in ambition; **Inspiring**, passionate about inspiring individuals to succeed and realise their ambitions; and **Impactful**, as Citizens of Change we generate new ideas which deliver impact and empower our community

### World-Changing Research

The University’s institutional research strategy emphasizes our commitment to research that informs and enhances our teaching and learning, and is underpinned by the core values of excellence, rigour, originality, and integrity. A key part of this strategy was the establishment of flagship interdisciplinary Research Institutes, Centres and Networks. We host a number of these within our College around which much of our research is now focused. These include two Institutes: [Leicester Institute of Structural and Chemical Biology \(Led by Prof John Schwabe\)](#) and the Leicester Institute for Precision Health <https://le.ac.uk/research/institutes/precision-health> (led by Professor Chris Brightling); and nine Research Centres: Centre for Cancer Research, Centre for Diabetes Research, Centre for Microbial and Infectious Disease, Centre for Environmental Health and Sustainability, Centre for Phage Research, Centre for Lifespan Health and Wellbeing, Centre for Fibrosis Research, Centre for Sarcopenia and Muscle Research, and Centre for Population Health.

The NIHR Biomedical Research Centre (BRC) is a collaboration between the University of Leicester, the University of Loughborough, the University Hospitals of Leicester NHS Trust, and the University Hospitals of Northamptonshire NHS Group. A recently awarded expanded BRC with six themes has received a 2.5-fold increase in funding and brings together the work of: Cardiovascular; Respiratory and Infection; Lifestyle; Personalised Cancer Prevention and Treatment; Environment; and Data innovation for Multiple Long-Term Conditions and Ethnic Health.

The College’s central provision in support of research and teaching includes a Preclinical Research Facility, Core Biotechnology Services (covering bioinformatics, imaging technologies and protein and DNA facilities); a Central Technical Service (supporting teaching laboratories); a Clinical Trials Unit, and the Leicester Drug Discovery and Diagnostics Centre.

The College continues to grow funded research activity with a dual approach of encouraging individuals to win project grants and personal fellowships and supporting teams to achieve major awards with large strategic initiatives. Examples of Leicester’s infrastructure success include: an NIHR Biomedical Research Centre, an NIHR Global Research Centre, an NIHR Patient Recruitment Centre, an NIHR Applied Research Collaboration Centre (ARC), an NIHR Clinical Research Facility, an Experimental Cancer Medicine Centre, an MRC Impact Accelerator Account, an MRC Midlands Cryo-Electron Microscope Facility, the Midlands Health Data Research UK Substantive Site, a British Heart Foundation Research Accelerator Award, and a Wellcome Doctoral Training Programme for Health Care Professionals.

We are responding to the rapidly changing national and international research landscape that places an increasing emphasis on interdisciplinary and impactful research. For this purpose, we are working closely with our key NHS and other partners, University Hospitals of Leicester NHS Trust, Leicestershire Partnership NHS Trust and University Hospitals of Northamptonshire NHS Group, West Anglia NHS Foundation Trust and LOROS (Hospice Care for Leicester, Leicestershire, and

Rutland), and growing our industrial engagement with biotech companies and pharma to meet the goals of the Government's Industrial Strategy and Life Science Sector Deal. In addition, we are building exciting research programmes with partners in overseas countries through the Global Challenges Research Fund. We are also very conscious of the need to play to our institutional and regional strengths and are engaging closely with Leicester City and County Councils, and the Midlands Health Innovation network of regional Universities.

### Research-Inspired Education

Our ambition is to deliver a world-class, discovery-led, and discovery-enabling learning experience in all teaching. There are programmes in Medicine and a growing range of healthcare professions including Midwifery with Leadership, Nursing with Leadership, Operating Department Practice, Physiotherapy and Radiography; a new Clinical Pharmacy course is also planned.

A new more patient-centred undergraduate curriculum in Medicine was launched in 2016 with long 'apprenticeship-style' placement blocks developing student skills as they enter the clinical phase of our course. We are particularly proud that our course has for many years delivered doctors who progress. We have been ranked third in UK medical schools for progression to Core & Specialty training over the past five years.

The course features:

1. A clinical focus throughout underpinned by excellence in bioscience, and access to one of the largest dissection suites in the UK.
2. Early clinical experience including a new Healthcare Assistant (HCA) programme in year one.
3. A strong group-work provision supporting student learning throughout the course.
4. A wide range of hospital and GP placements with many areas of national excellence.
5. Excellent intercalated degree opportunities, with particular strengths in our iMSc in Research and a new Masters in Clinical Education; and
6. Foundation Assistantships in year 5 which has enhanced our graduate's preparedness for work as a Foundation doctor

We are also proud of our work widening participation to medicine and have developed an excellent [Medicine with Foundation Year MB ChB](#) which was launched in 2017. This recruits 35 students to an integrated Foundation Year enabling progression onto Year 1 of the MB ChB course. Since 2020, we also have an international joint educational partnership with the Chongqing Medical University, where students gain a Clinical Medicine degree in China and a Bachelor of Sciences in Clinical Sciences from the University of Leicester, spending a year of their course at Leicester.

The Stoneygate Centre of Excellence in Empathic Healthcare was launched in 2022, following a major philanthropic donation to the University. The Centre will be a flagship institute and be world-leading: in the development and delivery of transformational empathy training; in establishing the best means of assessing clinical empathy; and in measuring the impact of empathic healthcare on patient and practitioner outcomes.

In addition, there are a broad range of programmes in Biological Sciences and Psychology at both undergraduate and postgraduate levels, including the DClinPsych. A new suite of postgraduate programmes reflecting the areas of research excellence in the College is under development including strengths in epidemiology, diabetes, medical statistics, quality, and safety in healthcare, and social sciences in medicine.

## Our Citizens

We value, nurture, and celebrate our people and relationships, ensuring they are inclusive, impactful, sustainable, and influence positive change in our world. Accordingly, we nurture strong partnerships with the NHS and other organisations, including the University Hospitals of Leicester NHS Trust, Leicestershire Partnership NHS Trust and University Hospitals of Northamptonshire NHS Group, West Anglia NHS Foundation Trust and LOROS (Hospice Care for Leicester, Leicestershire, and Rutland), that support the delivery of our strategy. Through our NHS relationships, as well as strategic partnerships with the wider community including the Integrated Care System, the Borough, City and County Councils, and other East Midlands Universities (through the Civic University Agreement), we seek to shape policy and influence decision-making locally, regionally, and nationally, to improve lives and livelihoods. We work with others to tackle the big issues of today and tomorrow with a focus on climate change, inclusion and wider.

## Haematology Research at the University

The Hope Clinical trials unit is based in Osborne building and an annexe is located on 2<sup>nd</sup> Floor of Sandringham building. The trial unit is led by Prof Anne Thomas as clinical lead/Director of Hope Trials unit and Sarah Nicholson as Cancer Research Network Manager. There is a dedicated trials team. The team is divided loosely with cross over between oncology and Haematology trials team. The trial team has 11 research nurses, 9 Clinical Research assistants. All the facilities that are needed to conduct a phase I first in man with requirement for overnight stays to phase III trials exist in this unit. We take part in both NCRI as well as commercial trials.

Laboratory research in haematology is conducted *via* the Ernest and Helen Scott Haematological Research Institute. Established in 2014 from a generous philanthropic donation, the current Institute Director is Professor Martin Dyer and the Institute Manager, Dr Sandrine Jayne. The ESHRI is located principally on the third floor of the Henry Wellcome building located within the University of Leicester. A major strength of the Institute is to execute translational and reverse-translational studies, working closely with pharma and biotech companies, including Roche, Gilead, Astra Zeneca (we have recently been awarded a prestigious AZ-iMED postdoctoral position), ASTEX and Bioinvent. We currently receive funding from the KKLf and CRUK.

The current research focus of the Institute is primarily on lymphoid malignancies and includes the following activities:-

- a) Early Phase clinical trials with novel agents. These studies are run *via* the Hope Clinical Trials Facility, located on the second floor of the Osborne building. Dr Harriet Walter and Professor Dyer have an early phase clinic on Tuesday mornings. Leicester is a major contributor to such studies, with patients referred locally and across the UK. Please see for example PMID: 30862645, PMID: 29748443.
- b) In vitro and in vivo studies with precision medicines including BCL2 family inhibitors, BTK inhibitors and novel antibody constructs. PMID: 28449207, PMID: 29732004.
- c) Molecular genetic analysis of lymphoid malignancies, using NGS and single cell methods. PMID: 28377400, PMID: 28165464.

There is a track record of haemostasis research in the Department of Cardiovascular Sciences <https://le.ac.uk/cardiovascular-sciences> which is focussed on platelets. There is also a wider interest in arterial thrombosis research (coronary, cerebral, aortic pathologies), as well as in transfusion areas. The department encourages collaborations with the appointee and association with national professional bodies e.g., British Society of Haemostasis & Thrombosis.



## Job description

<b>Post</b>	Consultant Haematologist
<b>Department</b>	Haematology
<b>Responsible to</b>	Clinical Director
<b>Professionally Accountable to</b>	Medical Director
<b>Date written</b>	22-Nov-2022
<b>Written by</b>	

## Job summary

Owing to the resignation of one of the existing consultants, there is an opportunity for a replacement full time substantive post based substantially at Kettering General Hospital (KGH) and to participate in a 1:4 rota.

The appointees will join the Trust as soon as possible and work with 4 other haematologists.

The post will be reimbursed at the rate of 11 PAs (On call 1PA, DCC 8.5 and 1.5 SPA) for full time appointments. The Job Plan and PA allocation is reviewable on an annual basis and agreed beforehand with the Clinical Lead and Clinical Director of Pathology / Clinical Haematology and Oncology.

The post will suit a generalist able to support both the clinical and laboratory work in General non-malignant haematology, Haemato-oncology especially lymphoma, leukaemia as well as haemostasis.

The appointee will ideally have completed the approved Joint Royal Colleges of Physicians Training Board curriculum in haematology or be able to show equivalence in knowledge, training, and experience in clinical and laboratory haematology practice.

Any applicant who is unable for personal reasons, to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis with the Clinical Lead of the department.

## Job Plan

	AM	PM
<b>Monday</b>	Haematology CLINICS	SPA/DDC
<b>Tuesday</b> <b>Weekly on Call Day</b>	Haematology CLINICS	Haematology MDT
<b>Wednesday</b>	SPA / DCC (**and some bone marrow sessions i.e., DCC)	Haematology CLINICS
<b>Thursday</b>	Ward Round	DCC/SPA
<b>Friday</b>	Urgent / 2WW Haematology CLINIC and Follow up / chemo review / ward round	Hospital Academic Half Day / SPA / DCC

\*Haematology Malignant Diagnostic Lab – 1 full day every 3 weeks on a Thursday currently at Leicester Royal Infirmary \*\* - bone marrow sessions not limited to these

## Main duties and responsibilities

- Provide comprehensive clinical haematology care, out-patient, day case and in patient, working within an MDT structure
- Provide liaison and clinical advice about Haematology test results, anticoagulation and blood transfusion to the hospital and primary care physicians
- Review and authorise blood films referred by Biomedical Scientists for second opinion
- Participate in clinical governance and clinical audit
- To share in 1 in four consultant haematology on call rota
- Participate in the Royal College of Pathologists or Physicians CPD scheme
- To contribute to undergraduate education, and the training of postgraduate trainees in Haematology as well as non-medical staff
- To contribute to the research output and administration needs of the department
- Contribute to the bone marrow lists in the department

Other regular commitments include monthly Morbidity & Mortality meetings, monthly Haematology-Oncology Governance meeting and weekly Friday lunchtime hospital meetings.

The post holder will be expected to participate in a one in four on-call Rota (one weekday per week and one weekend in 4, (Friday to Sunday). The four haematology consultants provide reciprocal on call cover for study and annual leave by negotiating with other consultant colleagues. On call duties are sometimes supported by a Haematology SpR at the weekends. Plans are afoot to appoint a Specialty Doctor grade post in order to augment the service delivery.

The post holder will be expected to support the Intrathecal chemotherapy service. The post holder will also be expected to undertake adequate and appropriate continuous professional development (CPD) which will be supported by Trust funded study leave. Annual appraisal is mandatory according to Trust policies in place. Annual job planning is performed in a separate process with the Clinical Lead and the Clinical Director of the department. Disputes concerning job planning and appraisal are referred to the Medical Director.

### **KETTERING GENERAL HOSPITAL NHS FOUNDATION TRUST**

Kettering and Northampton General Hospitals are pursuing a group model, which will retain two respective Boards and leadership teams, but move towards sharing other arrangements.

Why are we doing this?

We are moving to a group management model to improve and strengthen health services in Northamptonshire in accordance with the NHS Long Term Plan. Our clinicians agree we need collaboration, not competition, to develop first class services. We need to respond to the key challenges of population growth, rising demand, future clinical and financial stability at the same time as maintaining high standards of care. This move to a group model is not a merger, cost cutting exercise or act of prioritising one hospital to meet the needs of the whole of Northamptonshire. Instead, we'll retain the identity of both hospitals, which each keep their own key facilities including A&E, paediatrics, and maternity services. By sharing expertise and building on the best from both organisations, we'll develop new approaches to collaboration with an emphasis on transformation and quality improvement for our patients. Working together will improve and increase the quality of the services we offer, as well as ensure the clinical and financial sustainability of both hospitals.

What will this look like?

We also propose developing common approaches to quality improvement and transformation and linking with

the system transformation opportunities as part of our long-term plan.

Our group model will have:

- A shared vision, mission, values, and core purpose.
- Integrated clinical services in many areas, with some differentiation of clinical services across the two sites, although supported by a single clinical leadership model where appropriate.
- Reviewing our corporate services and potentially our clinical support services as part of the next phase in developing the group model.
- Harmonised policies, processes, and operating processes across the two organisations

Adopting a shared group model ensures each hospital has the funding, leadership and the opportunity to develop in areas needed for improvement. It allows us to set a consistent high standard of expectation, on top of joint aspirations and values for our staff to follow, which will ensure better collaboration across the board. Each hospital will still have its own individual areas of focus. For Kettering, this means moving ahead with replacing our current A&E department with a new £46M Urgent Care Hub (UCH) and ensuring vital support is given to those departments put under increased pressure during the most recent peak of the COVID19 pandemic. For Northampton, an accredited cancer centre as well as a provider of several specialist treatments, we will continue to develop clinical excellence in these areas, and offer comprehensive, high-quality training to clinical staff at all levels.

## **THE LOCALITY**

There is a mixture of urban and rural populations, centred in Kettering and extending to the towns of Rushden, Wellingborough, and Corby. The area offers a variety of housing types, from village to town, and there is a good range of schools. The surrounding countryside is well preserved and offers access to many outdoor activities including sailing on Rutland Water.

Kettering is centrally located – London is about 1 hour by rail and Kettering to Paris via Eurostar is 3 hours. By road, Kettering is within easy reach of 5 international airports and 75% of the country can be reached within 2 hours.

## **CLINICAL AND LABORATORY HAEMATOLOGY**

Laboratory Haematology including Blood Transfusion sits within the Pathology Directorate. Clinical Haematology (inpatient and outpatient haematology, and the anticoagulant and thrombosis service) sit as a separate Clinical Directorate (Clinical Haematology and Oncology Services) within the Family Health Division.

The Clinical Lead is appointed every three years. There are identified specific consultant responsibilities for thrombosis and haemostasis, blood transfusion, intra-thecal chemotherapy and haemoglobinopathy services.

The Department of Haematology is staffed with:

### **Clinical haematology staff**

5.0 WTE Consultants

Dr Mark Kwan (Clinical Lead, and Lead for Blood Transfusion, Leukaemia and Myeloma )

Dr Karyn Longmuir (Haemostasis and VTE Lead)

Dr Jag Gandla (Lymphoma and lead for TYA, CUP, AOS and M5)

Dr Isaac Wilson-Morke

2 Specialist Registrars (University Hospitals Leicester Rotation)

2 FY1 doctors (Clinical Haematology and Clinical Pathology)

**Non ward based Nurses**

2 WTE Macmillan Haematological Malignancy CNS  
13 Nursing Staff for Anticoagulation and DVT: (4x band 7, 3x band 6, 1x band 5, 1x HCA band 3, 4x Health Care Scientists – who complete the home visitation service ) supported by administration team  
1 0.80 DAWN Data Quality Manager  
1 VTE Prevention Clinical Nurse Specialist  
2.28 Clinical trials nurse specialists with an admin support 0.93 WTE

**Biomedical Technical staff in Haematology and Blood Transfusion**

BMS 8 (2), BMS 7 (3), BMS 6 (5.6), BMS 5 (5.6) and support staff (5 WTE)

The Haematology department runs a Sysmex XN 9000 tracking system incorporating three Sysmex XN 10 analysers, SP10 staining machine, and an ESR testing machine, the STARRSED Interliner V8. The lab also has two Sysmex CS 5100 coagulometers and HPLC TOSOH G8 for haemoglobin electrophoresis. The transfusion lab is equipped with a Bio-Rad IH 1000 and a Gel Station Plus grouping analysers.

The Transfusion Laboratory, which is supported by the Oxford NHSBT, utilises a Diamed solid phase cross matching system.

A Network wide LNR Haematology Malignant Diagnostics Laboratory (HMDL) integrates all aspects of malignant diagnostics, with specialist investigations centred in Leicester Royal Infirmary.

**Annual departmental laboratory work load**

387,744 FBC requests  
293 bone marrow examinations  
4,072 Hb electrophoresis (3,696 antenatal screens)  
83,554 Coagulation Screens 3,500 cross match requests (4,019 units transfused)  
30,187 group and save requests  
892 Platelets issued

A weekly bone marrow list is performed on the main Day Case Unit by the Specialist Registrar supported by the consultant haematologists. The Department also manages a busy inpatient and outpatient phlebotomy service. The Department participates fully in national EQA schemes and is fully recognised for training purposes.

**Haemostasis and Thrombosis**

The haemostasis and thrombosis service supports in-patient and out-patient anticoagulation management with hospital and peripheral site anticoagulant clinics. This comprehensive and fully computerised (DAWN software) service is run by the Anticoagulant Nurse Specialists. The DVT, anticoagulation and VTE service is led by the anticoagulant nurse specialist, Tess Page.

The service is accountable to Dr Longmuir, the Consultant Haematologist leading the haemostasis and thrombosis service. The service also supports a district wide domiciliary anticoagulant service. The service currently manages over 2000 patients with 2500 INR dosing episodes each month and also runs a domiciliary INR service with 500 patients.

The department is a designated Haemophilia Centre and manages patients with haemophilia and other bleeding disorders with support from the Comprehensive Care Centres at the Leicester Royal Infirmary and at the Churchill Hospital, Oxford. The Haemostasis Laboratory also supports a full repertoire (except molecular) of haemostasis and thrombosis testing.

From April 2012, a one stop nurse led ambulatory DVT diagnosis and management clinic was introduced and

integrates with the existing anticoagulation service. 1500 patients are seen a year in this service. Patients diagnosed with a new episode of venous thromboembolism are discussed in the weekly Haemostasis and Thrombosis MDT and followed up in Nurse led or Consultant clinics.

There is an established Haematology Obstetric clinic which is held once every 2 weeks. The Haematology Department has responsibility for leading the development, implementation and audit of Trust wide measures relating to Venous Thromboembolic disease (VTE), in cooperation with the Trust Thrombosis and Anticoagulant Steering Group.

### **Haemato-oncology**

A full clinical haematological oncology service is provided except for stem cell transplantation and paediatric haemato-oncology. The Haematologists have primary responsibility for lymphoma and leukaemia patients. KGH is a designated TYA centre for haematological patients permitting local treatment at KGH for patients aged 19 – 24.

Radiotherapy services are provided by the visiting Clinical Oncologists from Northampton General Hospital. Haematology in-patients are managed on a dedicated 9 bed ward (Lilford). We are level 2B haematology facility which support inpatients hosts and include the Intrathecal and TYA facilities alongside day case and assessment areas. Acute haematological admissions are managed in conjunction with the admitting Physicians through emergency department or via the Medical Assessment Unit or one of the short stay medical wards.

The service also has a bespoke chemotherapy suite (Centenary Wing) and a chemotherapy services supportive treatment unit (CSSTU) to provide management of haematology day cases. There is also active nurse-led acute haematology and oncology service support.

A new dedicated Nene Park outpatient facility with some on-site radiology diagnostics opened in 2010. This enables the department to run two OP clinics each week to enable provision of more local Haematology clinics for the populations south of county.

All cases of haematological malignancies are discussed in conjunction with Northampton General Hospital and Leicester Royal Infirmary in a single MDT via video link following a recent external peer review.

KGH Clinical Haematology is part of the East Midlands Cancer Advisory Group (ECAG), but with MDTs functioning at the level of LNR (Leicestershire, Northamptonshire, and Rutland) together with University Hospitals Leicester and Northampton General Hospital. The EM Haematology ECAG meets on a quarterly basis. The department meets Category IIB BCSH standards for in-patient care, is authorised to administer Intrathecal chemotherapy.

KGH Clinical Haematology actively participates in multicentre clinical trials and has a strong research nurse establishment (2.2 WTE) supported by the NIHR CRN East Midlands.

### **Paediatric Haematology**

Children with haematological malignancies are managed by Paediatric Haemato-oncology at LRI, with shared care arrangements with the KGH paediatric department.

KGH Haematology provides an advisory service for these patients. Other paediatric haematology patients are managed jointly by KGH Haematology and Paediatrics. The Primary Treatment centres for TYAs are at University Hospitals of Leicester NHS Trust or the Nottingham University Hospitals NHS Trust.

**Fixed weekly clinic sessions in the Adult haematology department include:**

General Haematology / and new patient clinic  
Haemostasis and Thrombosis Clinic  
HOBS (Haematology and Obstetrics Service) Clinic (alt weeks)  
Haemostasis and Thrombosis MDT  
Myeloma / leukaemia clinic  
Lymphoproliferative disorder / Lymphoma clinic  
Haematology malignancy MDT – Myeloma, Leukaemia and Lymphoma (Tuesday afternoon) video link with Northampton General Hospital and Leicester Royal Infirmary  
Clinical Haematology Grand round – all consultants (Thursday morning)  
Additional ward round on the on-call weekday  
An urgent / 2WW referral clinic in a 1 in 4 rota on a Friday morning when on call Ward round on the Haematology ward and outliers on Friday / Saturday / Sunday when on call.

The post holder will be provided with office accommodation as agreed by the Trust. This may mean that the post holders may share offices with other consultants. The post holder will have their own personal computers with internet access and IT support. Secretarial support will be provided.

**Pathology / Clinical Haematology and Oncology Directorate Structure**

The Pathology service is managed in accordance with the Strategic Revision of Pathology Services and compliant with UKAS ISO 15189; 2012.

The Pathology Department is a fully integrated clinical laboratory, housed in a single area, supporting Kettering General Hospital and the local general practitioners. Northamptonshire Healthcare Foundation Trust also support Corby Urgent Care centre with POCT practitioners. The department provides a phlebotomy service from Kettering, Corby, Wellingborough and Irthlingborough.

The departments consist of: Haematology and Blood Transfusion, Clinical Chemistry, Microbiology and Infection Control, Immunology and Cellular Pathology. All departments are fully accredited by UKAS Ltd and were recertified in 2021. Key sites at KGH are linked to the laboratory by a pneumatic tube system for samples.

The laboratory is fully computerised (Telepath), with links to several GP practises, and a comprehensive Medway system, which can access patients' results and clinical information. A major refurbishment of the Pathology facilities including Haematology was completed in 2010.

The Pathology laboratory is led by the Clinical Director (Dr Gwyn McCreanor, Consultant Biochemist), assisted by the Directorate General Manager. Individual departments are managed by a consultant and senior chief biomedical scientist who jointly report to the Clinical Director.

Pathology sits under the Family Health Division headed by Dr Gwyn McCreanor as Clinical Director. The Pathology Directorate is supported by two full time IT specialists. There are monthly Pathology Directorate governance and business meetings and all consultants, SCBMS, and other key personnel are invited members.

**Budgetary arrangements**

It is not envisaged that the post holder will have a designated responsibilities, although they will be expected to work with the management team, the Clinical Director and lead clinicians to ensure that the service is delivered within budget.

**The Pathology Consultant and senior staff comprise:**

8 Consultant Histopathologists  
1 Consultant Clinical Biochemist

2 Principal Biochemist  
1 Senior Biochemist  
3 Consultant Medical Microbiologist (one locum)  
5 Consultant Haematologists

### Annual Leave

The post holder will be entitled to 32 days annual leave per year (34 days annual leave if 7 years or more seniority as a Consultant).

### Study Leave

The study leave provision is 30 days over a three-year period. The Trust makes a financial contribution towards study leave currently £ 850 / yr.

### Notice Period

The employment is subject to three months' notice on either side, subject to the provision of schedule 19 of the Terms and Conditions – Consultants (England) 2003.

### Major Incident or Civil Unrest

In the event of a major incident or civil unrest all trust employees will be expected to report for duty on notification by the Trust. All Trust employees are also expected to play an active part in training for and preparation for a major incident or civil unrest.

### VISITING

Candidates are invited to visit and may make arrangements to do so through:

Dr Mark Kwan Consultant Haematologist, Clinical Lead in Haematology Kettering General Hospital NHS Foundation Trust Tel 01536 492926 (sec)

Dr Jag Gandla Consultant Haematologist Kettering General Hospital NHS Foundation Trust Tel 01536 491661 (sec) 9

Dr Gwyn McCreanor Consultant Clinical Biochemist Clinical Director, Pathology / Clinical Haematology and Oncology Directorate Kettering General Hospital NHS Foundation Trust Tel 01536 493731 (sec)

### Statutory and miscellaneous

- Take responsibility to ensure that Professional Registration is up to date at all times and does not lapse or expire and to inform line management immediately with any concerns or if registration lapses or expires. (all registered staff)
- This post involves treatment to children and/or vulnerable adults as defined by the Disclosure and Barring Service (DBS). It will therefore be necessary to apply for and be in receipt of a satisfactory **enhanced DBS check** of the post holder.
- The Trust requires all roles requiring DBS check, to have a satisfactory DBS recheck every three years
- The Trust requires require all new starters to subscribe to the DBS update service where it is a requirement of the role.
- Be responsible for maintaining own vaccinations/Hepatitis B immunity.
- Safeguard patient confidentiality at all times including adherence to the Data Protection Act.
- Attend the Trust statutory refresher courses as necessary
- This post is subject to the terms and conditions of employment of Kettering General Hospital NHS Foundation Trust.
- Be aware of the responsibility of all employees to maintain a safe and healthy environment for patients,



visitors, and staff.

- Ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work and the Trust Equality, Diversity, and Inclusion Strategy.
- Have a commitment to identifying and minimising risk, report all incidents and report to manager any risks which need to be assessed.
- Any other duties commensurate with the grade and in line with the requirement of the post.
- This job description reflects the present requirements of the post, and it does not form part of the contract of employment. If the duties of the post change and develop the job description will be reviewed and will be subject to amendment, in consultation with the postholder. Appropriate notice of such changes will be given.

### Confidentiality, Data protection and data quality

General Data Protection Regulation (GDPR) safeguards the handling of information held in both electronic and manual filing systems and it is the duty of all staff employed by the Trust to:

- uphold its principles; and
- adhere to Trust policies and to always maintain strict confidentiality

It is a requirement of employment with the Trust that you must comply with the obligation of confidentiality in line with our Staff Privacy Fair Processing Notice, Patient Privacy Notice and Information Governance policies and procedures.

All staff have a responsibility to ensure that personal data is accurate, held securely and consent is gained (where appropriate).

### Safeguarding Children & Adults at Risk

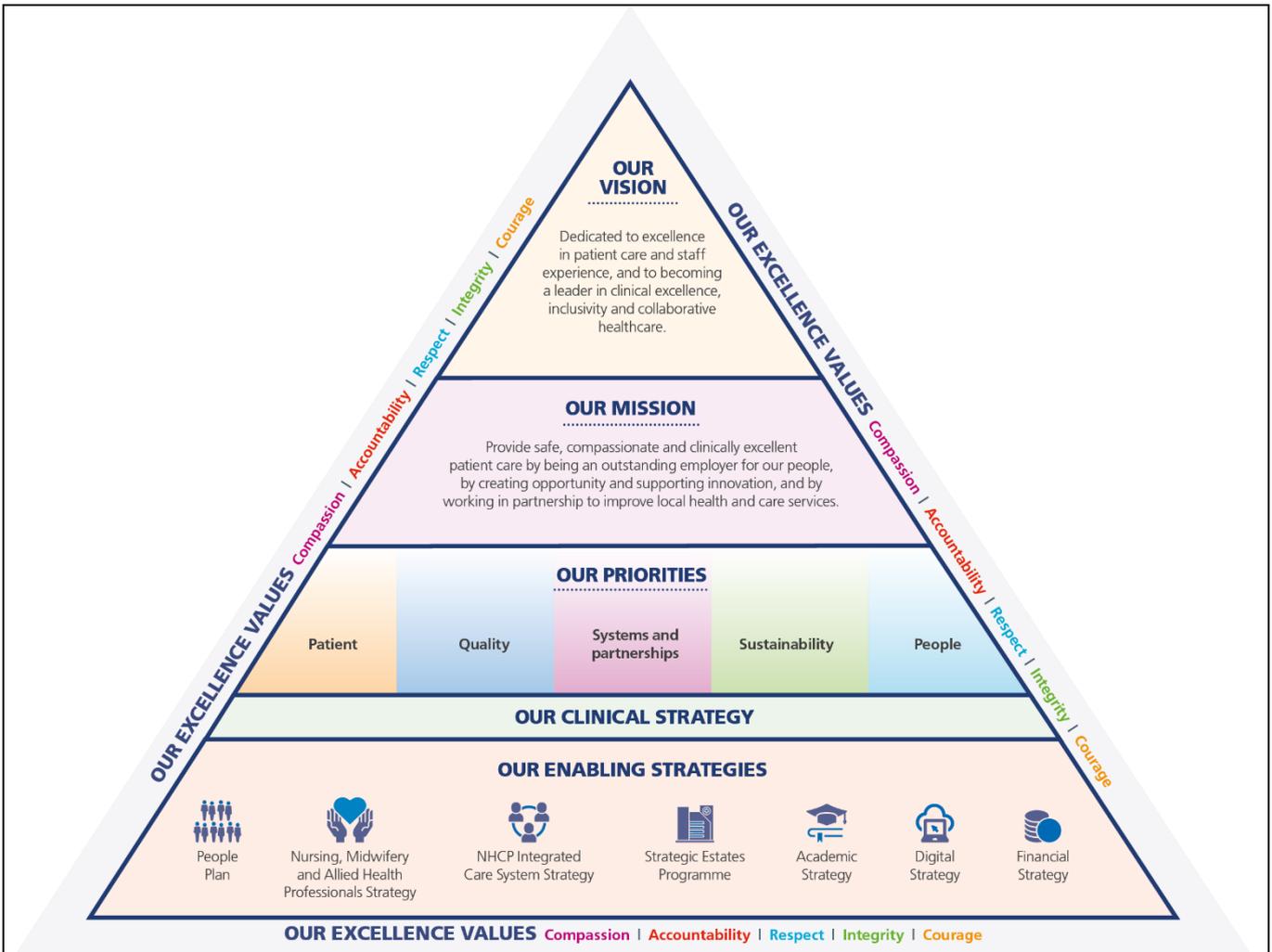
We are committed to safeguarding and promoting the welfare of children, young people, and adults at risk. All staff and volunteers are therefore expected to behave in such a way that supports this commitment. You will be responsible for safeguarding the interests of children and adults who you come into contact during your work. To fulfil these duties, you will be required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating to safeguarding practice and to report and act on concerns you may have appropriately.

### Our Vision and Values

Kettering General NHS Foundation Trust and Northampton General Hospital NHS Trust are both part of the University Hospitals of Northamptonshire NHS Group. Both hospitals are separate hospitals/employers with hospital board and leadership. We share a group executive team leading on a shared vision, mission, priorities, strategies and Dedicated to Excellence Values.

Please visit the following websites for more information about working for us:

- [Kettering General Hospital NHS Foundation Trust](#)
- [Best of Both Worlds Northamptonshire](#)
- [University Hospitals Northamptonshire NHS Group](#)



Our Excellence Values



Compassion



Accountability



Respect



Integrity



Courage

We care about our patients and each other. We consistently show kindness and empathy and take the time to imagine ourselves in other people’s shoes.

We take responsibility for our decisions, our actions, and our behaviours. We do what we say we will do when we say we will do it. We acknowledge our mistakes, and we learn from them.

We value each other, embrace diversity, and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts beliefs and feelings of others.

We are consistently open, honest, and trustworthy. We can be relied upon; we stand by our values, and we always strive to do the right thing.

We dare to take on difficult challenges and try out new thinks. We find the strength to speak up when it matters, and we see potential failure as an opportunity to learn and improve.

## Information about the wider hospital:

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Alan Burns – Group Chairman  
Simon Weldon – Group Chief Executive  
Deborah Needham – Hospital CEO

### Directors

Dr Rabia Imtiaz – Medical Director (KGH)  
Dr Suganya Sukumaran - Deputy Medical Director (KGH)  
Fay Gordan – Chief Operating Officer  
Leanne Hackshall – Director of Nursing  
Paula Kirkpatrick – Chief People Officer  
Anil Pursooth – Deputy Director of Finance  
Polly Grimmitt – Director of Strategy & Partnerships  
Stuart Finn – Group Director of Estates  
Kathryn Large – Director of Human Resources and Organisational Development

### Non-Executive Directors

Chris Welsh  
Trevor Shipman  
Alice Cooper  
Lise Llewellyn  
Damien Venkatasamy  
Liisa Janov



## Summary of Contractual Terms

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**Contract.** Appointment will be offered on Kettering General Hospital contract. General Terms and Conditions of Service are contained in the “Terms and Conditions, Consultants (England) 2003”. Copies of this are available on-line on the Department of Health website or from the Human Resources Department. Any locally agreed terms, conditions, policies, and procedures applicable to this post are available from the Human Resources Department or through the LNC or Human Resources intranet sites.

**Governance and Statutory.** The post holder is expected to comply with the governance arrangements and policies and procedures of the organisation, available on the Trust intranet site.

**Equal Opportunities and Diversity.** The Trust has an absolute commitment to equal opportunities based on sound management practice, respect for the individual and legislative compliance. The post-holder must at all times carry out their responsibilities with regard to the Trust’s Equal Opportunities Policy & the Race Equality Scheme. The Trust’s Staff Networks (REACH – Race, Ethnicity and Cultural Heritage, LGBT+ and Disability) also work with the Board to further the EDI agenda – ensuring the Trust empowers all of their staff. Membership to the Networks can be facilitated via HR.

**Health and Safety & Risk management.** Employees must be aware of the responsibilities placed upon them under the Health and safety Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain safe working environments for patients, visitors, and employees. Employees must wear personal protective equipment where provided. All employees are expected to comply fully with the Trust and Departmental fire policies and procedures to meet their responsibilities in relation to fire safety. All staff are expected to maintain safe infection control practices at all times. All employees are responsible for reporting any accidents, untoward occurrence, and potential hazards to their Head of Department even no injury or property damage has resulted.

**Relocation Expenses.** Relocation expenses may be available subject to eligibility in line with the Trusts policy.

**Health Clearance.** The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a pre-employment health-screening questionnaire and may/will subsequently be required to attend for health screening.

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

**Study & Annual Leave.** The annual leave is 30 working days plus 2 statutory day holidays. All Consultants are expected to take advantage of study leave to maintain and develop their clinical skills to comply with CME requirements. Study leave is available as provided for under the Terms and Conditions of Service and Hospital Medical and Dental Staff. Study leave consists of 30 days over a three-year period commencing from date of employment.

Approval of annual and study leave is subject to the procedures set out within the individual departments and the Postgraduate Medical Centre. So far, as is practical, the Consultant appointed will be expected to share in the provision of cover for the annual and study leave of other Consultants in the specialty.

Shortlisting Criteria	Essential	Desirable
<b>Education, Training &amp; Qualifications</b>		
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.	X	
Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT		
FRCPATH or equivalent qualification	X	
MRCP or equivalent qualifications	X	
Full and specialist registration (and a licence to practise) with the GMC (or eligible for registration within 6 months of interview)	X	
Postgraduate thesis (MSc, MD, PhD or equivalent)		X
<b>Knowledge &amp; Experience</b>		
Clinical training and experience equivalent to that required for gaining UK CCT in Haematology	X	
Ability to offer expert clinical opinion on a range of Haematological conditions	X	
Ability to take full and independent responsibility for clinical care of patients	X	
Experience in a haematological sub-speciality (malignant haematology, coagulation, blood transfusion etc)		X
Ability to organise and manage daily working priorities	X	
Leadership qualities	X	
Experience of audit	X	
Ability and willingness to work within the Trust and NHS performance framework and targets	X	
Management training course		X
Experience of supervising FY1's and ST's	X	
Ability to teach clinical skills	X	
Formal Training/teaching course		X
Publications in peer-reviewed journals		X
Established track record of clinical/laboratory haematology research		X
<b>Skills</b>		
Ability to apply research outcomes to clinical problems	X	
Ability to work in a team	X	
Good interpersonal skills	X	
Enquiring, critical approach to work	X	

Caring attitude to patients	X	
Ability to communicate effectively with patients, relatives, GPs, nurses, and other agencies	X	
Commitment to Continuing Professional Development and the requirements of Clinical Governance and Audit	X	
Willingness to undertake additional professional responsibilities at local, regional, or national levels	X	
<b>Key Competencies/ Personal Qualities &amp; Attributes</b>		

## Come and meet us!

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We would love the opportunity to discuss the post and your career aspirations at Kettering General Hospital.

Please do contact XXXXXX, Clinical Director, Diagnostics on phone, email or XXXXX on phone, email to arrange this.

