

CONSULTANT PAEDIATRIC HAEMATOLOGIST

April 2023

VALUES AND BEHAVIOURS



ABOUT NUH

Every day, our teams at Nottingham University Hospitals NHS Trust (NUH) make a difference. We save lives, we improve lives and we usher in new life. We are proud to play a central role in supporting the health and wellbeing of people in Nottingham, Nottinghamshire and our surrounding communities.

With more than 18,000 colleagues, we are the largest employer in Nottinghamshire and one of the biggest and busiest NHS Trusts in the country, serving more than 2.5m residents of Nottingham and Nottinghamshire and a further four million people across the East Midlands and beyond.

We provide a range of national and internationally renowned specialist services, and we are at the forefront of new surgical procedures and research programmes. We are home to the East Midlands Major Trauma Centre, the Nottingham Children's Hospital and in partnership with the University of Nottingham we host a Biomedical Research Centre carrying out vital research into hearing, digestive diseases, respiratory, musculoskeletal disease, mental health, and imaging.

As a teaching hospital, we are instrumental in the education and training of doctors, nurses, and other healthcare professionals. We are proud of our strong relationships with universities across the East Midlands, including the University of Nottingham, Nottingham Trent University and Loughborough University.

The last year has been challenging for our teams. Alongside our continued recovery from Covid, our maternity services are subject to an independent review, and we must do more to improve our culture. We are more focused than ever on making sustained improvements across our services.

As one of the NHS Trusts identified in the New Hospital Programme, a programme of investment in NHS hospitals, we have extensive plans to improve our hospitals and the services we deliver for patients. As well as the redevelopment of the Queen's Medical Centre and City Hospital, plans for a new 70 bed NHS rehabilitation facility set to be built on the Stanford Hall Rehabilitation Estate near Loughborough, are currently going through the approvals process.

We have recently become home to the latest series of Channel 4's award-winning series 24 Hours in A&E, which takes a look inside one of the country's busiest emergency department at QMC and showcases the dedication, passion and skill of our teams.

This is an exciting time to join NUH and help support our future ambitions.

1 THE POST

Full-time Consultant Paediatric Haematologist with a responsibility in haemoglobinopathy and leukaemia for Nottingham University Hospitals NHS Trust.

Nottingham Children's Hospital is looking to recruit a full-time, substantive Consultant Paediatric Haematologist with a responsibility for malignant and non-malignant paediatric haematology patients under the care of Nottingham University Hospitals NHS Trust. This is a

replacement post. The successful candidate will be one of three consultants with responsibility for paediatric haematology care in a team of 7 consultant haematologists/oncologists providing the regional Paediatric Oncology and Haematology Services at Nottingham Children's Hospital. The service has ambitions to expand, and an additional 8th consultant post is awaiting final approval. The haematology service also has close links with the 2nd site of our Principal Treatment Centre in Leicester with some joint haematology meetings and with an adult specialist haematologist who does some paediatric PAs in haemophilia.

The post is based at the Queens Medical Centre Campus of NUH. The appointee will be employed in the Family Health Directorate whilst working within the Haematology Laboratories at the QMC Campus. The post holder will be managerially responsible to the East Midlands Children's and Young Person's Integrated Cancer Service (EMCYPICS) Service Director Dr Jennifer Turnbull and the Clinical Director for Nottingham Children's Hospital, who is currently Dr Sophie Wilne.

The post holder will be responsible for the care of children and young people with leukaemia as well as non-malignant haematological disorders. Haematological responsibilities are split between the 3 consultants covering haematology, with a lead for leukaemia, haemoglobinopathy and bleeding disorders. Depending on the interests of the appointee there is the option for them to become lead for either leukaemia or red cell disorders. The post is based on expertise in haemoglobinopathies, but if a candidate has a strong preference towards being malignant lead this can be considered. Along with the other paediatric haematologists, the post-holder will provide paediatric haematology advice to other teams within the children's hospital. They will also provide regional paediatric haematology advice to paediatricians as well as advice to local GPs.

The candidate would not be expected to take a caseload in bleeding disorders but would be part of the team for inpatient cover and advice calls and would be welcome to join the haemophilia MDT for CPD purposes in SPA time.

The post is full time and has 10 PAs in the job plan, although applications will be considered from applicants wishing to work less than full time. The on call commitment to the Paediatric haematology/oncology service will be 1:6 nights and weekends with prospective cover. The Paediatric Haematologists are responsible for the laboratory support and advice on all paediatric investigations during normal working hours, but there is no additional on call laboratory commitment. With the anticipated expansion it is hoped that the on call commitments will reduce to 1:7 shortly.

2 THE SPECIALTY

The East Midlands Children's and Young Person's Integrated Cancer Service (EMCYPICS)

EMCYPICS was established in 2010 and provides a tertiary service for the treatment of children with cancer within the East Midlands. This is a two site Principle Treatment Centre based across Nottingham and Leicester with a joint MDT.

- Patients with ALL are treated at either site and patients with AML or infant ALL are treated in Nottingham.

- The oncological case load is also split with neuro-oncology and highly complex chemotherapy and post-stem cell care being given in Nottingham.
- The radiotherapy service for the East Midlands is provided at Nottingham City Hospital campus of NUH but is in the process of become a Midlands-wide Hub in collaboration with Birmingham.
- Clinicians from Nottingham Children's Hospital and Leicester Children's Hospital work together as part of the EMCYPICS.
- Patients are transferred back to more local care settings in Lincolnshire and Northamptonshire as soon as clinically desirable and in line with patient choice.
- There are level B enhanced shared care services at Northampton General Hospital and standard level shared care services at United Hospitals of Lincoln, Lincoln and Boston Hospitals.
- There is a transition pathway and a late effects service.

Malignant Haematology/Oncology at Nottingham Children's Hospital

The paediatric oncology and haematology service at Nottingham Children's Hospital cares for patients with all haematological malignancies. We receive referrals from Nottinghamshire, Derbyshire, Northamptonshire, and Lincolnshire with different regional referral pathways for ALL and AML/infant leukaemias. Allogeneic stem cell transplants are done via referral to Sheffield Children's Hospital. Autologous stem cell transplants for oncological conditions are done in partnership with Sheffield – with the stem cell harvest, conditioning and reinfusion being done in Sheffield and the patient transferred to Nottingham for post transplant care.

Our aim is to ensure that all eligible patients will enter clinical trials. Our clinical Trials portfolio is managed by our research nurses with considerable care and attention spent in ensuring trial protocols are kept current and up to date.

E39 is our primary designated Paediatric Oncology/Haematology ward and has 15 bed spaces, including 5 in the Teenage Cancer Trust Unit with an associated social space. E40 is our Neurosciences ward and has 16 beds.

Haemostasis and Thrombosis

The Paediatric Haemophilia Service sits within the Nottingham University Hospitals Haemophilia Comprehensive Care Centre under the directorship of Dr Emily Millen and Dr Joannes Hermans. The specialist Haemostasis diagnostic laboratory is at Queens Medical Centre. There are 3.4 WTE clinical nurse specialists for haemophilia providing cover for both adults and children. The Haemophilia Specialist Nurses know all the families and support patient centred and timely transition to the adult clinical service. From a haemostasis perspective there is a small population of local children on anticoagulant therapy and there is a regular requirement for consultative haemostasis/thrombosis advice to the Paediatric Intensive Care Unit, the Renal Unit and the Neonatal Units. There is a 24 hour Consultant on-call rota for haemostasis which is part of the cover provided by the consultant adult haematologist on-call for non-malignant haematology.

Haemoglobinopathies

Nottingham University Hospital Trust was commissioned as a Specialist Haemoglobinopathies Team (SHT) in January 2020. Nottingham university Hospital Trust is part of East Midlands sickle and Thalassemia network (EMSTN) and the haemoglobinopathy team work closely with its Haemoglobinopathy coordinating centre (HCC).

The paediatric haematologists in Nottingham provide a service for haemoglobinopathy patients in the North of the East Midlands region. There are two clinical nurse specialists for

paediatric haemoglobinopathy. The service meets national standards for haemoglobinopathy care. There are multidisciplinary clinics with access to Transcranial Doppler screening.

The Laboratory Service

The laboratory services include Clinical Chemistry, Haematology, Blood Transfusion and Immunology. There is a single management structure to cover all specialities and sites. This has been facilitated by the introduction of a single Pathology Laboratory Information System (WinPath). The laboratory is UKAS accredited. Specialist areas include:

- Antenatal Haemoglobinopathy screening.
- Antenatal screening service
- Advanced Coagulation reference laboratory to support the Thrombophilia and Haemophilia services.
- Links to Molecular diagnostics and genetics
- HMDS service providing an immunophenotyping service for paediatric malignant haematology.

The Consultant Paediatric Haematologists are responsible for the laboratory reporting of paediatric bone marrows and supervise the haematology registrars in the reporting of paediatric blood films and CSF cytospins. The post holder is managerially responsible to the Clinical Director of Pathology for these laboratory functions.

Research

Research is actively encouraged and there is an active programme of clinical and non-clinical research within the department. The post holder is expected to participate in relevant trial related research groups and organisations. We aim to treat all eligible children with leukaemia on clinical trials. The Principle Investigator roles for the current clinical trials in haematology are spread across the consultant workforce and there is specific additional PA time available or to be integrated into the 10PA job plan after completing the first year.

Billy's House

We are in the very fortunate position to be able to provide a 'home from home' environment for children with cancer being treated at the EMCYPICS. Billy's House in part mitigates against the inevitable disruption to family life following the diagnosis and treatment of a life-threatening illness.

Social Service Support:

There is a team of Young Lives vs Cancer Social Workers based in the Children's Hospital providing social support for families.

Nottingham Children's Hospital

Nottingham Children's Hospital provides a comprehensive range of specialist services for children in Nottingham, together with tertiary paediatric and neonatal services to the adjacent areas of Lincolnshire, Derbyshire and North Nottinghamshire in the Midlands and neurosurgical services for Leicestershire. We also provide supra-regional services for paediatric spinal surgery, rheumatology, nephro-urology and cystic fibrosis. Paediatric cardiac surgery and hepato-biliary surgery are not resourced locally.

The Childrens Hospital is situated in East Block on D and E floors, with out-patient departments on B floor and within the community setting and comprises:

- Eight wards - 121 Beds, including critical care.
- Critical care unit – 14 beds from Jan 2015
- An Oncology Day Case Unit with anaesthetic facilities,
- A Short Stay unit for observation of the acutely ill child
- A large Hospital school.
- The Academic Division of Child Health (University of Nottingham School of Human Development).
- A 22-bedded Neonatal Intensive Care Unit (situated on B floor adjacent to the delivery suite)
- 2 outpatient areas on B Floor, South and East
- Community Paediatric outpatient and administrative bases at 14 locality-based health centres
- Outpatient and administrative bases at the Child Development Centre, Nottingham City Hospital Campus.
- The East Midlands Children and Young Peoples Sexual Assault Service is situated in South Block, A Floor.

Teaching

Both main campuses of the Trust are major centres for undergraduate and postgraduate education and teaching. The successful candidate will be expected to undertake undergraduate teaching, and this is scheduled in the job plan.

Research

The Trust has extremely close links with Nottingham University and has academic departments in the majority of its clinical specialties. There are University and Trust research facilities. The Trust has a research strategy and management framework which aligns its funding for research with the research and innovations activities it supports. The trust would be open to adapting the post to include additional research time upon discussion.

3 JOB PLAN & TIMETABLE

The following draft Job Plan reflects our best assessment of what the final plan will be, based on 10 PAs.

Any consultant who is unable, for personal reasons, to work full-time will be eligible to be considered for the post on a part-time basis; if such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with consultant colleagues.

This service provided by Paediatric Haematology is provided at the QMC campus but there will be an occasional need to see patients at City Hospital for transition clinics for older patients.

The proposed Job Plan is detailed in this job description.

TIMETABLE

The job plan includes “hot weeks” every 1 in 6 weeks where one consultant is responsible for clinical queries for inpatients and daycare patients and newly presenting patients for their disease type. This is supported by a “2nd on” consultant who takes new solid tumour and neuro-oncology patients and can advise on oncological management of inpatients. Hot weeks require on site attendance Monday-Friday, but the job is currently planned around a 4 day week for non-hot weeks. We present an example timetable based on previous post occupants but there is significant flexibility to move some clinic slots and to work 10PAs over 4 or 5 shorter days during non-“hot weeks”

DAY	AM	PM
Monday	Multi-professional sit down and then bedside ward round	Weekly departmental consultant meeting Malignant off treatment clinic (twice per month)
Tuesday	On treatment ad hoc patient review or admin related to patient care	2hr/0.5PA Additional new consultant SPA (to change into educational supervisor role and specific departmental lead/PI roles after 1 year) 2hr Core SPA
Wednesday	Supervision of bone marrow and LP list on service weeks, or use for new patient review on service. Non-hot week: Laboratory session then admin for Monday clinic and leukaemia maintenance clinic	Leukaemia MDT Leukaemia maintenance clinic 1 in 3 or admin related to patient care
Thursday	Sickle Cell /General haematology clinic Departmental Educational meeting	Board round and review of patients on hot week. Laboratory session non-hot weeks followed by core SPA or medical students
Friday	Morning off except hot week 1 in 6 (hot week: ward round)	Afternoon off except hot week and regional Sickle cell meeting 1 in 8 (hot week – patient related admin)
Saturday/Sunday	Ward round/admin 0845-1730 1 in 6	

The on-call commitment is currently 1:6 supported by Junior staff.

This post is deemed to be in Category A and an allowance is paid for being on-call, which is currently 5 %.

4 DUTIES

The appointee will be expected to fulfil the following duties with the agreed Job Plan.

Clinical

A full range of paediatric haematology and oncology emergency and elective patients are admitted to Nottingham University Hospitals NHS Trust and the appointee will be responsible for the management of those patients admitted under his/her care.

Provision with Consultant colleagues of a comprehensive elective and emergency haematology/oncology service.

Provision of reciprocal cover for periods of leave.

Continuing responsibility for the care of patients in his/her charge and the proper functioning of the department.

The appointee will be required to advise on the management of those children with haematological problems admitted under the care of other colleagues within the unit. We presently provide service/hot week Consultant cover for the management of those children with Cancer and benign haematological problems admitted under the care of other colleagues within the unit. The post holder will be expected to provide service week cover. The roles of the service week consultant include being the first point of contact for the junior doctors regarding inpatients, doing a board round at least once daily, reviewing any sick patients on the ward requiring senior review, prioritising admissions, and accepting referrals of patients with a suspected diagnosis of cancer. The service week consultant also provides consultant support to the day care unit which includes providing support for the registrar doing the general anaesthetic list for bone marrow aspirates/trephines and lumbar punctures and covering the list when needed. The full-time consultants provide service week cover 1 week in 6.

The appointee will be expected to provide regional advice to general paediatricians, neonatologists and other paediatric specialists and advice and guidance to local GPs.

It is expected that the post holder will become a key member of the Multidisciplinary clinical and Psycho social teams.

The Haemophilia Comprehensive Care Centre and the Haemoglobinopathy Service are subject to Peer Review. It is expected that the post holder will play their role in enabling the service to meet national standards.

These duties are subject to review from time to time in the light of the changing requirements of the service. If alterations to the described duties are required these will be mutually agreed between the appointee, their consultant colleagues, and the Trust. The appointee will provide reciprocal cover for annual, and study leave and short-term remunerated cover for sick leave.

The person appointed will be required to devote substantially the whole of their time to the duties of the post and always give them priority.

Governance and Audit

Each consultant is expected to take an active role in clinical governance activities including (but not restricted to) clinical audit, incident reporting, review of complaints, risk management, CPD and Evidence-Based Practice. Each directorate has a Consultant Clinical Governance lead.

Teaching

Both main campuses of the Trust are major centres for undergraduate and postgraduate education and teaching. The successful candidate will be expected to play a significant role in undergraduate and postgraduate teaching.

The Trust works to ensure the best possible placements and training for both undergraduates and junior doctors and to ensure consultant trainers & teachers are developed and supported. The Trust facilitates this through agreeing appropriate job plans, a clear framework for the delivery of medical education, and the opportunity to enhance clinical and teaching skills through Continuing Professional Development.

Research

The Trust has extremely close links with Nottingham University and has academic departments in the majority of its clinical specialties. There are University and Trust research facilities. The Trust has a research strategy and management framework which aligns its funding for research with the research and innovations activities it supports. Consultants who wish to undertake research require the approval of the Trust R&I Department and relevant ethical approval and must adhere to the National Framework for Research Governance. The post-holder will participate in clinical trials in paediatric haematology and take on principle investigator roles.

Summary of Main Duties and Responsibilities

- To join the present paediatric oncology/haematology team to facilitate the provision of care for children within the oncology/haematology unit.
- To participate in the EMCYPICS Leukaemia MDT.
- To facilitate the development of regional links within the East Midlands
- To participate in the clinical support for children with bleeding and thrombotic conditions
- To provide clinical and laboratory support to patients with red cell disorders.
- To provide in-patient support for haematological problems occurring in paediatric patients admitted through the medical and surgical paediatric services.
- To provide regional paediatric haematology advice to other paediatricians and neonatologists as well as advice to local GPs.
- To receive referrals for patients with a full range of malignant conditions and a range of non-malignant haematological conditions, agreed between the post holder and the existing paediatric haematologists, and to facilitate their outpatient or inpatient care.
- To provide haematological advice to other teams within the children's hospital as well as paediatricians at linked district general hospitals and general practitioners.
- To take joint responsibility with the other paediatric haematologist for the continuing development of laboratory diagnosis of children with haematological disorders, working closely with colleagues in Haematology.
- To be jointly responsible with the other paediatric haematologist for the laboratory support and advice on all paediatric haematology investigations during normal working hours.
- To develop and promote a specialist area of interest (clinical and/or laboratory)
- To participate in and instigate audit activities within the Hospital relevant to Paediatric Haematology

- To supervise and train junior medical staff.
- To sustain and develop teaching and research in conjunction with the University of Nottingham
- To participate in and fulfil the requirements of the RCPATH CPD scheme.

Other Duties as Agreed

The appointee may wish to take on other roles alongside their clinical role. Any positions offered by bodies outside the Trust, (e.g. Training Programme Director, Regional College Advisor, Royal College Representative etc,) must be discussed and agreed by the Head of Service in advance of the position being accepted, so that the impact upon the specialty can be fully considered and any job plan amendments undertaken should the additional role be accepted.

5 SPECIALTY MEDICAL STAFF

Our team comprises 2 full time paediatric oncologists, one full time haemato-oncologist, 2 full time haematologists and 2 clinical academics with 50% NHS roles. We work with a Specialist Haematologist who provides some PAs of paediatric haemophilia cover. We have 1-2 paediatric middle grade trainees, 2 clinical fellows and a haematology registrar rotating from either Nottingham or Leicester. Junior doctors from the paediatric rota support the ward including a regular ST2 and additional GP trainees or foundation doctors. We are awaiting approval for an expansion in middle grade posts and as an interim measure currently have an additional 12 month middle-grade clinical fellow post and a 12month "Genomics Fellow" Specialty doctor.

6 ADMINISTRATIVE SUPPORT

Office accommodation and administrative support will be provided by the Trust, as will a PC with e-mail and Internet access. All consultants are required to check their hospital e-mail regularly.

7 PROFESSIONAL STANDARDS

The Head of Service is managerially responsible for all activity and personnel in their speciality. They are accountable to a Clinical Director. The Medical Director and Responsible Officer Dr Keith Girling, has overall responsibility for the professional standards of consultants employed by Nottingham University Hospitals NHS Trust.

All consultants are expected to follow the guidelines on practice laid down by the General Medical Council's "Maintaining Good Medical Practice", and are accountable to the Trust for their actions and for the quality of their work. There is annual review of Job Plans and annual Appraisal.

8 ETHICS OF CLINICAL PRACTICE COMMITTEE (ECPC)

The Ethics of Clinical Practice Committee is a source of advice on the ethical principles underlying decisions in healthcare and clinical practice. The committee discusses actual or potential ethical issues arising from the care and treatment of potential, current, or former patients of the Trust. Such issues may arise in the implementation of policies or new initiatives or legal decisions affecting patient treatment and care. The Committee can be contacted via the Trust secretary.

9 CONDITIONS OF SERVICE

The successful candidate will be contracted to Nottingham University Hospitals NHS Trust.

This appointment will be on the terms and conditions of the extant NHS Consultant contract.

The person appointed will be expected to adhere to local policies and procedures and to take note of the standing orders and financial instructions of the Trust. In particular, where the consultant manages employees of the Trust, they will be expected to observe the employment and Human Resource policies and procedures of the Trust.

All employees who have responsibility for other staff need to ensure that individual performance is reviewed, and a personal development plan is jointly agreed, at least annually. Managers and Supervisors will work jointly with their staff to ensure all developmental actions that are agreed during the review take place and are evaluated during the following year.

10 RESIDENCE

Because of on-call commitments, the successful candidate is expected to be contactable by telephone and to reside not more than ten miles, or half an hour's travelling time, from their main campus, unless the Trust gives prior, specific approval for a greater distance (or time).

11 HEALTH & SAFETY

The Trust recognises its duties under the relevant Health and Safety at Work legislation: to ensure, as far as reasonably practicable, the health, safety, and welfare at work of all its employees. In addition, the business of the Trust shall be conducted so as to ensure that patients, relatives, contractors, voluntary workers, visitors and members of the public having access to Trust premises and facilities are not exposed to risks to their health and safety.

All medical and dental staff under contract to the Trust will be expected to be familiar with and adhere to the Health and Safety Policies of the Trust.

ALL accidents must be reported to your Head of Service, and you must submit a completed accident/incident report form and support accident prevention by reporting potential hazards. A copy of the Department's Health and Safety policy will be available to the successful candidate.

Included in these policies is the requirement that all new medical staff will provide evidence that they are not carriers of Hepatitis B before appointment and accept immunisation if not already immune.

12 REHABILITATION OF OFFENDERS ACT

Because of the nature of the work for which you are applying, this post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974, by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants are therefore not entitled to withhold information about convictions which for other purposes are "spent" under the provision of the Act and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order applies. If once employed, an employee receives a conviction they are required to inform the Trust.

13 PROTECTION OF CHILDREN, YOUNG PEOPLE AND VULNERABLE ADULTS

In accordance with the requirements of the Safeguarding Vulnerable Groups Act, a check will be made with the Disclosure and Barring Service (DBS) before the appointment can be confirmed.

14 VISITING

Candidates are encouraged to make arrangements to visit the Trust, and should contact the following Consultants in the first instance if they wish to do so:

Dr Jennifer Turnbull Jennifer.turnbull@nuh.nhs.uk 0115 924 9924 ext. 81727

Dr Simone Stokley simone.stokley@nuh.nhs.uk 0115 924 9924 ext. 81727

Dr Sophie Wilne sophie.wilne@nuh.nhs.uk; 0115 924 9924 ext. 84746

JOB PLAN FOR CONSULTANT PAEDIATRIC HAEMATOLOGIST

PROGRAMMED ACTIVITIES:

Direct Clinical Care:

Emergency duties - predictable	1.25
Emergency duties - unpredictable	0.05
Operating session (including pre/post op)	0.25
Ward rounds	0.625
Out-patient or other clinics	1.7
Clinical Diagnostic Work	0.6
Other patient treatment / consultation	1.7008
Multi-disciplinary meetings	0.317
Patient administration	1.5
Travelling time between sites	0
Other	
Sub Total	8

Supporting Professional Activities

Training (Postgraduate)	
Medical Education (Undergraduate)	
CPD, Appraisal, Job Planning	1.5
Audit	
Research	
Clinical Management	
Other	0.5
Sub Total	

TOTAL PAs **2**

ON-CALL SUPPLEMENT:

Rota Frequency:	1:6
Category:	A
On-call Supplement:	5 %

CONSULTANT PAEDIATRIC HAEMATOLOGIST

PERSON SPECIFICATION

ATTAINMENTS	ESSENTIAL	DESIRABLE
Professional Registration	<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. Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT</p>	
Professional Qualifications/Development	<p>MBBS or equivalent MRCPCH or equivalent FRCPath or equivalent</p> <p>Should have completed a recognised higher specialist training programme (or equivalent) in haematology.</p> <p>A minimum of 2 years' experience in specialised paediatric haematology</p>	Higher professional degree
Clinical Skills/Experience	<p>Evidenced technical skills as described in the job description Able to communicate effectively and appropriately with patients, their families and other health professionals.</p> <p>Experience in paediatric malignant and non-malignant haematology including experience of the diagnosis and management of haemoglobinopathies</p>	<p>Specific training in communication skills</p> <p>Specific training in patient safety and/or human factors</p> <p>1 year of general paediatric experience</p>
Commitment to Trust Values and Behaviours	Able to demonstrate behaviours consistent with the Trust's "We are here for you" behavioural standards	

Management Skills	<p>Able to develop, present and operationalise coherent ideas for service development/delivery.</p> <p>Able to delegate appropriately.</p> <p>Able to work in a team.</p>	<p>Higher management degree or qualification or training</p> <p>Experience of change management</p>
Personal Skills/Qualities	<p>Able to work flexibly in a changing health service</p> <p>Able to use the Trust's IT support systems</p>	
Teaching, Audit & Research	<p>Evidence of participation in Clinical Audit.</p> <p>Able to teach and support junior staff effectively.</p>	<p>Original Research Publications</p> <p>Higher teaching degree or qualification or training</p>
Practical Requirements	<p>Ability to travel between City Hospital Campus and Queen's Medical Centre campus</p> <p>Evidence of Level 3 Safeguarding Children (Paediatric positions only)</p> <p>Paediatric Life Support Training (PILS, PLS or APLS)</p>	

NOTTINGHAM AND THE TWO HOSPITAL CAMPUSES

1 NOTTINGHAM

Nottingham is a vibrant and prosperous city with something to for everyone. It has excellent schools and colleges, and two thriving Universities. There are good theatres, an arena which attracts national and international performers, and several renowned arts centres and museums. Nottingham is the home of Trent Bridge Cricket Ground, Nottingham Forest and Notts County Football Clubs, Nottingham Ruby Club, the National Water Sports Centre, the Nottingham Tennis Centre, and Ice Arena.

Set within a county of outstanding natural beauty that includes Sherwood Forest, Wollaton Park, lively market towns and wonderful historic buildings, the city is one of the UK's leading retail centres with a wide choice of restaurants, bars and nightclubs. There is a good network of roads with easy access to the M1 and the A1, the rail service to London (two hours) and other major cities is frequent, and there are numerous international destinations from East Midlands Airport (30 mins) and Birmingham Airport (60mins).

<http://www.nottinghamcity.gov.uk>
<http://www.nottinghamshire.gov.uk>
<http://www.experiencenottinghamshire.com>
<http://www.nottingham.ac.uk/>

Guide to local property <http://www.zoopla.co.uk>

2 THE TRUST

The Trust's services and facilities currently operate on (and from) two main campuses. However, future development and location of our clinical services is continuously reviewed and some services (or parts of services) may relocate to the other campus.

(i) NOTTINGHAM CITY HOSPITAL

Services

Nottingham City Hospital offers a wide range of clinical services to the local population of greater Nottingham and beyond in specialties such as plastic surgery and burns, cardiac and thoracic surgeries, cancer, renal, breast services, urology, stroke services, neurorehabilitation and respiratory medicine.

There is no Accident and Emergency department on this site, though the hospital does take specialist medical and surgical emergency patients referred to its specialties by GPs, our Emergency Department and from other hospitals.

City Hospital has a long association with the city of Nottingham. It first opened in 1903 and the buildings are a mixture of old and new, although services have recently benefited from significant investment in improving the facilities for patients. These developments include the purpose-built Endoscopy Centre, Nottingham Radiotherapy Centre, Nottingham Breast

Institute, Nottingham Urology Centre, Trent Cardiac Centre, Short Stay Unit, Centre for Clinical Haematology, PET scanner and Radiotherapy Centre.

Research interests at City Hospital include oncology, respiratory medicine, clinical haematology, rheumatology, diabetes/endocrinology, stroke medicine, urology, and breast cancer. There are academic departments of Haematology, Continuing Care and Anaesthetics.

Educational Facilities

The City Hospital Postgraduate Education Centre provides an excellent educational environment for multi-disciplinary conferences and seminars, postgraduate medical education and continuing medical education, including a Clinical Skills Centre. The Library at this facility has an extensive section of the University Library which, together with access to national lending and other libraries in the Country, provides a wide range of literature.

Other Facilities

The City Hospital has restaurant and several Coffee City outlets selling hot and cold snacks. There is a cash machine (outside main outpatients).

(ii) QUEEN'S MEDICAL CENTRE

Queen's Medical Centre (QMC) opened in 1978 and is home to the University of Nottingham Medical School and School of Nursing and Midwifery.

Clinical services provided at QMC include a very large Emergency Department, Nottingham Children's Hospital and the East Midlands Major Trauma Centre.

Educational Facilities

The Postgraduate Centre at QMC has eleven meeting rooms of varying sizes and audio-visual equipment including video-conferencing, and the Trent Simulation and Clinical Skills Centre, a state-of-the-art simulation centre and clinical skills facility, which opened in April 2004. There are high fidelity simulators (adult and paediatric) with video recording 10 laparoscopic skills stations and an endoscopy simulator. The Greenfield Medical library is situated in the Medical School (NUH medical and dental staff have free access and borrowing rights).

Other Facilities

There are a number of facilities provided at QMC, including a Newsagent/Grocery shop, Costa Coffee, Clothes shop, and a Pharmacy/Chemist's shop. There is a large dining area, Cyber Café, roof garden and an active Doctors' Mess with kitchen, PCs with Internet access, sitting room, billiard table, and television.

3 MANAGEMENT ARRANGEMENTS

Nottingham University Hospitals NHS Trust is managed via a structure of five Clinical Divisions, all of which are cross-town based. These are:

- Medicine

- Cancer & Associated Specialties
- Clinical Support
- Surgery
- Family Health
- There are also the Corporate Departments - including Strategy, Finance, HR, Estates and Facilities and Communications and Engagement

Each Division is led by a Divisional Director, supported by a Divisional Team, and each specialty within that division will have a Head of Service.

4 PARTNER ORGANISATIONS

The Trust works in close association with the University of Nottingham, Nottingham Trent University, the University of Derby and Loughborough University. There are very strong links with nursing and midwifery training, which is part of the University Of Nottingham Faculty Of Medicine, and with the locally-based Schools of Physiotherapy, Radiology and Radiotherapy.