

**CONSULTANT in HAEMATOLOGIST WITH A
SPECIAL INTEREST IN HAEMATO-ONCOLOGY**

Job Description

Trust Profile

[About us](#)

At Sandwell and West Birmingham NHS Trust everyone matters, and our patients matter most. As one of the largest provider organisations in the NHS, with an annual income of over £630 million, we employ over 7,000 colleagues. The Trust provides community and acute services to nearly 700,000 people in an urban centre that demands massive regeneration and has substantial premature mortality.

We do many things well; the Trust has won awards for staff wellbeing and sustainability, and we have recently adopted the Fundamentals of Care framework which is part of the Trust's strategic objective for patients and supports building better care and experience for both patients and colleagues. This approach is about everyone in our organisation working together to deliver high quality care. We all play a part in how care is delivered, regardless of the role we do.

The Trust is an education provider of note and is looking to grow further our research portfolio on a multi-national basis.

[Our organisation](#)

We provide services from two main acute sites: the City Hospital on Birmingham's Dudley Road site and from Sandwell General Hospital in West Bromwich, and from our intermediate care hubs at Rowley Regis and at Leasowes in Smethwick. The Trust includes the Birmingham and Midland Eye Centre (BMEC a supra-regional eye hospital), the regional specialist centre for Sickle Cell and Thalassaemia Centre, and the regional base for the National Poisons Information Service, all based at City. The Trust has three Emergency Departments, at City Hospital, Sandwell General and an eye ED at BMEC.

[Our Vision and Strategic Plans](#)

Our new acute hospital, the Midland Metropolitan University Hospital (MMUH), opens in 2024 and will provide care to our local population from first class, purpose-built premises. The development of the new hospital will play an important role in the regeneration of the wider area and in improving the lives of local people and reducing health inequalities.

Our future strategic objectives will take account of the context of integrated care system and integrated care place development and the national plans for the NHS in England. They will also reflect the needs of the organisation in terms of restoration and recovery, as well as our key priority, to deliver the Midland Metropolitan University Hospital.

The strategic objectives cover:

1. **Our People** – to cultivate and sustain happy, productive and engaged staff
2. **Our Patients** – to be good or outstanding in everything we do
3. **Our Population** – to work seamlessly with our partners to improve lives

Values

We have developed a new set of values and are currently working with colleagues across the Trust to agree the behavioural framework to go alongside these.

- Ambition
- Respect
- Compassion

Investing in the future

Serving a community of nearly 700,000 people, our ambition to be renowned as the best integrated care organisation in the UK is an ambitious one. We manage four GP practices and have one of the largest UK sub contracted community portfolios. Through place based redesign, we will concentrate on the first and last 1000 days of life over the next few years. We are forming governance structures to oversee this with an independent Chair already appointed.

Our public health ambitions and long term provider to provider arrangements with some significant primary care businesses give us the opportunity to redesign care pathways in both planned and urgent care this year.

We deployed a new electronic patient record in 2019, and have an ambitious digital road map that will put us as leaders in digital healthcare delivery.

Midland Metropolitan University Hospital

A community of half a million is eagerly anticipating the brand new Midland Metropolitan University Hospital.

The opening will be the beginning of a fresh chapter in our ambitious journey to be the nation's leading provider of integrated care.

As well as being the closest adult hospital to Birmingham's busy city centre, Midland Metropolitan University Hospital will offer dedicated maternity and children's services. Crucially, it will bring together teams who provide acute, emergency care, in line with the views expressed in our public consultation.

This exciting new building has been designed with room to grow. What's more, we are retaining buildings and wards at Sandwell Hospital for future development.

The majority of outpatient services will still be provided at Sandwell Hospital, the City Hospital site and Rowley Regis.

City Hospital will house three key facilities: the Birmingham Treatment Centre providing outpatient, day case and diagnostic services. The Birmingham and Midland Eye Centre, and the Sheldon Block will provide intermediate care services. The Sandwell site will house the Sandwell Treatment Centre, intermediate care beds, and a new 24-hour urgent care centre.

All of which mean that our communities will benefit from truly excellent facilities in the years ahead.

This means that our acute care offer will be enhanced by the opening of the new hospital, which will enable workforce development and planning for consultant-led seven day services bringing two acute sites into a single state-of-the-art hospital. Consequently, the new hospital is an exciting prospect for those who wish to join our organisation to redesign pathways and lead the Trust in delivering transformed services in the new setting.

For more information about the new hospital, please visit <https://www.swbh.nhs.uk/midland-metropolitan-university-hospital/>

Organisation Structure

The Trust Board comprises seven Non-Executive Directors and seven Executive Directors, including the Chief Executive Officer, five of whom are voting directors.

Sir David Nicholson	Chairman
Richard Beeken	Chief Executive
Johanne Newens	Chief Operating Officer
Dr Mark Anderson	Chief Medical Officer
Mel Roberts	Chief Nursing officer
Dinah Mclannahan	Chief Finance Officer
Kam Dhami	Chief Governance Officer (Non-voting)
Frieza Mahmood	Chief People Officer (Non-voting)

In addition to our Board, five further directors form part of the Chief Executive's leadership group:

Daren Fradgley;	Chief Integration Officer
Martin Sadler;	Executive Director of IT and Digital
Ruth Wilkin;	Executive Director of Communications
Rachel Barlow;	Chief Development Officer
David Baker;	Chief Strategy Officer

The Trust delivers its services through five Clinical Groups:

- Primary Care, Community and Therapies
- Women's and Child Health
- Medicine and Emergency Care
- Surgical services
- Imaging and Pathology

Social media



SWBHnhs1



SWBHnhs



SWBHnhs



SWBHnhs

#SWBHstory
#SWBHfamily

The story of our Trust

You can find out what makes us tick by looking at our website www.swbh.nhs.uk and our social media channels where you will see some of the following content:

[Sandwell & West Birmingham NHS Trust - YouTube](#)

[SWB NHS Trust \(@SWBHnhs\) / Twitter](#)

[SWB NHS Trust \(@SWBHnhs\) / Twitter](#)

[#SWBHstory - Twitter Search / Twitter](#)

GENERAL DESCRIPTION OF THE POST

We are seeking to recruit an enthusiastic, innovative and progressive Consultant to join our friendly and committed team to help provide a fully comprehensive clinical and laboratory Haematology service to our patients. We are a team of 7 Consultants and this new post is a replacement post. At SWBH, our catchment population is over 500,000, fulfilling IOG for MDT working. We achieve our cancer targets, offering a full level 2b Haemato-oncology service. We are seeking a forward thinking and energetic individual who will be committed to delivering high quality care to the patients of SWBH. An interest in Haemato-oncology is desired with the aim to lead on a particular field, including contributing to the existing large research trial portfolio. We will encourage a specialist interest in any field of haematology and with strong research and academic links with University Hospital Birmingham, the successful candidate would be able to develop their own research interests. This job is a substantive job.

The post will initially be based primarily at City Hospital. However, the Trust will be reconfiguring its services in preparation for the implementation of the Right Care Right Here Programme and the postholder may therefore be required to work at any of the Trust's sites.

Facilities and Resources of the Haematology Department.

A fully comprehensive clinical and laboratory Haematology service is provided by a friendly enthusiastic and forward-thinking team of consultants and we are seeking a dynamic energetic individual who will be committed to delivering high quality care to the patients of SWBH. An interest in haemato-oncology is desired with the aim to lead on a particular field, including developing the large research portfolio that already exists.

Haemato-oncology

This is an exciting time for haematology in the West Midlands – this new post is a replacement post. There are opportunities exist for the successful postholder to develop

the haemato-oncology service in line with the exciting developments occurring in this field. The appointee will be part of a dedicated team of 6 consultants to enhance the service to deliver excellent standards of care to all patients requiring haematology services. There is a dedicated inpatient ward for haematology patients, two excellent laboratories with experienced staff, a wide range of facilities, and a team of experienced Clinical Nurse Specialists, Specialty Registrars, Specialty Doctors, Consultant, research nurses and advanced clinical practitioners. In the new Midland Metropolitan hospital due to open in 2022 we will have a large, dedicated haematology ward which would house all the haemato-oncology and haemoglobinopathy inpatients. All acute services will be on one site with a self-contained nurse led chemotherapy day unit at the remaining Sandwell site.

Currently Haemato-Oncology inpatient work is based at City hospital in the dedicated D12 ward. Outpatient and laboratory services are on both sites. The population of the combined trust is approximately 500,000 satisfying the Improving Outcomes Guidance for Multi-Disciplinary team working. The inpatient site works to a level 2b (2010) centre treating patients with all intensive treatments up to but not including autologous stem cell transplant. However, this is under consideration for developing the service further to ensure care closer to the community. Patients undergoing stem cell transplants are currently referred to University Hospitals Birmingham where we have close working relationships. Opportunities will be given for a dedicated SPA at the Cancer research centre of UHB if the successful appointee desired. There is a close working relationship in terms of research.

The patient base provides a wide range of clinical problems and inpatient work with links to other Trusts for level 3 and 4 work Haemophilia and Paediatric Haematology.

The Haemato-oncology Clinical Nurse Specialists are involved in all aspects of care for patients with malignant haematology and have a wealth of experience including administration of chemotherapy. There is data management support from the Cancer Network and additionally from MRC and Haematology funding. There is a well-established Patient Support Group on the Sandwell Site which offers excellent networks for the patients and their carers.

Haemoglobinopathy

There is a well-established Regional Sickle Cell and Thalassaemia centre (SCAT) within the Trust and two of the current Consultants in post take the lead in this expanding area. SWBH NHS Trust has been procured jointly with Birmingham Women's and Children's NHS Trust as the Haemoglobinopathy Coordinating Centre (HCC) for Sickle Cell Disease in the West Midlands, and for Thalassaemia for both East and West Midlands. (NHS England Specialist Services Commissioning Haemoglobinopathies)

The Haemoglobinopathy centre is based at City Hospital providing specialist clinical and laboratory expertise and has a full team of consultants and specialist registrars and nurse specialists providing care for the local population as well as the region. The Haemoglobinopathy Clinical Nurse Specialists and the team of nurses, Clinical Psychologist and support staff at the SCAT centre offer a comprehensive service to patients with Haemoglobin disorders, linking in closely with many other agencies and services such as the Community Haemoglobinopathy team and Birmingham Children's Hospital.

General Haematology and Thrombosis

There is a range of general and specialist haematology clinics run on each site with up to 200 outpatients per week seen, excluding anticoagulant patients. The Medical Infusion Suite provides day unit facilities at City Hospital; the chemotherapy day unit is based at Sandwell hospital.

The department has an expanding thrombosis and obstetric haematology services. The anticoagulant services are on both sites with ACS managers leading the clinic services in the Trust and in the community. There is close working with the outpatient DVT/PE treatment teams and further harmonisation of the services is planned.

Pathology services

The pathology services in the West Midlands are provided by the Black Country Pathology Services (BCPS) which provides a comprehensive pathology service to a population of approximately 1.76 million in the Black Country, South Staffordshire, and West Birmingham. BCPS is a partnership by four Trusts to collaborate to optimise the use of resources. These Trusts are: The Dudley Group NHS Foundation Trust, (DGFT), The Royal Wolverhampton NHS Trust, (RWT), Sandwell and West Birmingham Hospitals NHS Trust, (SWBH) and Walsall Healthcare NHS Trust, (WHT). BCPS is a recognised Pathology Network within the NHSE/I framework, and it is hosted by RWT on behalf of the partnership.

The clinical model for the service is that of a hub and spoke with the hub being situated at the recently built modern pathology laboratory facility at the New Cross Hospital, Wolverhampton. Additional building work will be completed shortly to allow transfer of services in-line with this model. There will be Essential Services Laboratories (ESL) at DGFT, SWBH and WHT. The laboratory at SWBH will be an ESL. Consultants will remain based at SWBH for laboratory reporting; digital platforms are being procured.

The large regional West Midlands cytogenetics service remains at the centre for malignant diagnostic reporting. Immunophenotyping is currently sent to University Hospital Birmingham. The Malignant Haematology Diagnostic Service for the region (MIRHO) is based at UHB – At SWBH there is access to the expertise of the MIRHO but also the BCP pathologists and numerous regional services in relation to research sampling.

Teaching

There are strong links with universities which provide excellent opportunities for research and teaching. Both sites provide teaching as part of the University of Birmingham Undergraduate Medical teaching programme. The department has a large research portfolio with trials in malignant disease, having won awards as well as producing publications for research. Trials are also set up for sickle cell disease and non-malignant disorders.

Work Plan

This is a new post with a requirement for Haemato-oncology expertise. However, any additional expertise or interest will be welcomed. The Consultant will have a hospital base, agreed by discussion and the expectation is that the appointee will develop specialist

interests and take the lead in specific areas. The Job plan will be developed around specialist interests and the needs of the service, clinical and laboratory. The team of consultants will work together to deliver the Haematology needs of the Acute Trust on each Hospital site and will also work closely with the local primary care services.

The new appointee will take part in a 1:7 on-call rota to cover the inpatient service as non-resident.

On call cover for haematology patients includes SHOs, fy1s on the medical rotations, the Specialist Registrars (1-2 at any time) and the specialty doctor. The appointee will be based at City site and work with the current Haemato-oncology consultants to improve the care in management of these patients including the cancer plan strategy of the NHS

The consultants in the department are:

- Dr Syed Altaf (Specialty Lead)
- Dr Yasmin Hasan
- Dr Richard Murrin (Thrombosis Lead and Haem-Obs Lead)
- Dr Shivan Pancham (Transfusion Lead and Lab Lead / Sickle Lead)
- Dr Farooq Wandroo (Research Lead and Chemotherapy Lead)
- Dr Christine Wright (Haemoglobinopathy Lead)
- Dr Hisam Siddiqi (Locum Consultant)

The haematology ward at City Hospital has 9 beds, all single side rooms. The ward is staffed by a team of chemotherapy trained nurses including a band 7 ward manager and 2 band 6 ward sisters. Haemato-oncology is well supported by a team of 4 experienced clinical nurse specialists (CNS) and an assistant practitioner, and 2 trainee advanced clinical practitioners (ACP). The chemotherapy and haematology day unit is also based at City and has 6 chairs. It is managed by a trainee ACP and there are 3 chemotherapy trained nurses, an assistant practitioner and a chemotherapy navigator to support the service. The haematology service is also supported by the nurse led Acute Oncology Service (AOS) which consists of 1 ACP, 2 trainee ACP's, a CNS and an assistant practitioner. AOS manage the 24-hour emergency helpline for cancer patients and coordinate the care of patients presenting with complications of their disease or cancer treatment.

The regional haemoglobinopathy coordinating centre (HCC) for both Sickle Cell and Thalassaemia is also located at City Hospital. The SCAT team have both a day treatment area and an assessment area and operate an outreach service to support inpatients with red cell diseases. The SCAT team have a Lead Nurse, a CNS, and a PDN to support education. There is a Haematology Matron / Lead nurse who is also the Lead Chemotherapy nurse for the trust.

PROPOSED WORK PROGRAMME

The working week for a full-time consultant is comprised of 10 programmed activities (PAs) each of which has a nominal timetable value of 4 hours. Programmed activities that take place outside the hours of 7am and 7pm Monday and Friday or at weekends or on public holidays will have a timetable value of three hours rather than four.

A job plan and work schedule will set out agreed arrangements for how work is organised, where it is located, what in general terms the work comprises and when it is to be performed.

For this post **direct clinical care** (work relating directly to the prevention, diagnosis or treatment of illness) includes emergency work (including whilst on-call), outpatient activities, multi-disciplinary meetings about direct patient care, and administration directly related to the above. **Supporting professional activities** (that underpin direct clinical care), include participation in training, medical education, continuous professional development, formal teaching, audit, clinical management, and local clinical governance activities.

Supporting Professional Activities are an essential part of the work of a doctor and the organisation is fully committed to supporting and paying for this work. Effective job planning will define the detail of what activities are to be delivered and how much time is to be given to undertaking these activities. A typical consultant is likely to require a minimum of **1.5** PAs for supporting professional activities to cover Continuous Professional Development (CPD) and General SPA (formal teaching activities outside clinical and education supervisory roles, participation in training, medical education, audit, research, annual appraisal and job planning leading to revalidation), local clinical governance activities, dealing with non-patient administration eg organisational communication and attendance, attendance at operational/staff meetings).

As part of a consultant's SPA allocation, it would be expected that an agreed proportion of the SPA time, over and above the CPD and General SPA would be used under the direction of the clinical director for work related to quality, governance, education, pathway design or service improvement. SPA time will be given for those consultants who are undertaking work in specific areas of responsibility directly linked with the business of the organisation, examples include lead roles in clinical governance activities (audit/guidelines, service development, risk management, quality improvement, research), operational clinical management (rota management, committee work) and education and training roles (post graduate clinical tutor, college tutor, head of academy).

A typical week might look as follows: (Insert Proposed Job Schedule Information in table below – the table included below is for illustrative purposes only)

DCC = Direct Clinical Care PA

SPA = Supporting Professional Activities PA

Proposed Job Schedule					
Day	Time	Location	Work	Category of PA	No. of Pas
Monday	9 -12 pm	City hosp 1:4	Ward round	DCC	1
	12-2pm.	City hosp	Haem-onc mdt	DCC	0.5
	2-5 pm	SPA		SPA	0.5
Tuesday	9 – 1pm	Sgh main opd	Haem onc clinic	DCC	1
	1 –5pm	Ward D12 if COW (consultant of the week)	DCC or SPA	DCC	1

Wednesday	9 -1.pm	SPA /ward if COW		SPA	1
	1 -3.pm.	DCC /SPA	Patient Admin/ lab /cpd	DCC/SPA	0.5
Thursday	9 –1pm	Haem onc clinic BTC or ward d12 if COW	Outpatients city or ward d12 city	DCC	1
	1. -5pm	Monthly general clinic /lab /cpd		DCC	1
Friday	9-1 pm	City ward round if cow /lab /SPA		SPA/DCC	1**
	1-3 pm	Sgh/city	CPD/General SPA	SPA	0.5
Saturday					
Sunday					
Additional agreed activity to be worked flexibly		On – call rota Proposed 1 week in x 7			
Predictable emergency on-call work				DCC	0.5
Unpredictable emergency on-call work				DCC	0.5

* including unpredictable on-call

** if there is no defined area of responsibility in SPA then the 1 PA will be converted to DCC activity. The Divisional average for whole time consultants must remain at 2.5 PAs for SPA activity.

The on-call commitment for this post is currently 1 in 7. The on-call availability supplement is currently Category A and currently classed as medium frequency with an on-call availability supplement of 3 % currently payable.

There may be opportunity for the post-holder to undertake additional Programmed Activities. This would be discussed and agreed with the post-holder following appointment. NB: Please note that additional Programmed Activities over and above 10 would need to be discussed and agreed with the relevant Clinical Director and Group Director.

The Trust has developed a New Consultant Leadership Programme and mentoring for new consultants can be arranged as appropriate.

The Trust is committed to supporting their consultants to achieve GMC revalidation. The Trust uses an electronic medical appraisal portfolio (PReP) that helps consultants provide the necessary evidence for GMC revalidation.

CONSULTANT OFFICE AND SECRETARIAL SUPPORT

There is office accommodation for all consultants in a shared room separate from the main department. There is secretarial support for this post (Insert wte). (Amend as applicable).

KEY DUTIES OF THE POST

1. To collaborate and work to maintain Haematology especially Haemato-oncology services in line with strategic requirements.
2. To provide, with the other Consultants in the specialty, routine and emergency Haematology services to the Trust, operating a system of mutual out-of-hours cover, and cover for annual, study and professional leave.
3. To provide a consultation and advisory service to medical colleagues in other specialties in the Trust
4. To develop a special interest to complement those of the existing Consultants in the Haematology and in accordance with the priorities of the Trust.
5. To develop appropriate services and techniques required to fulfil clinical needs, within available resources.
6. To take responsibility for the professional supervision and appraisal of junior medical staff, in conjunction with colleagues.
7. To participate in the education and training of junior doctors, medical students, nurses, paramedics, and general practitioners.
8. To participate in the training and assessment of specialist registrars rotating through the department.
9. To liaise with medical staff in other specialties and participate in clinical meetings and postgraduate activities in the Trust.
10. To maintain and develop good communications with general practitioners.
11. To participate in research in accordance with priorities agreed within the Clinical Groups and the Trust within available resources.
12. To contribute to the development of Haemato-oncology services, treatment guidelines and the promotion of greater knowledge of the management of Haematology conditions in primary care.
13. To demonstrate a firm commitment to the principles of clinical governance, including:
 - Developing and maintaining appropriate systems and practice to ensure effective clinical audit in Haematology.
 - Attending and contributing to the Trust's Clinical Governance Programme.

- Participating in the Trust's Clinical Incident Reporting system.
- Developing a programme of personal continuing professional education and development, within available resources and within the workload and priorities of the service, as agreed with the Clinical Director and Group Director and in accordance with the Royal College requirements. The Trust will provide the necessary support for this.

CLINICAL MANAGEMENT STRUCTURE

The clinical management structure is made up of 5 clinical groups as shown below:

CLINICAL GROUPS

<p>Imaging Breast Screening Diagnostic Radiology Histopathology Interventional Radiology Microbiology Nuclear Medicine</p>	<p>Medicine & Emergency Care Acute Medicine Cardiology Clinical Pharmacology & Toxicology Elderly Care/ Geriatric Medicine & Rehabilitation Emergency Medicine Gastroenterology Haematology & Oncology Neurology & Neurophysiology RAID Renal Medicine Respiratory Medicine Stroke</p>
<p>Primary Care, Community & Therapies Chemical Pathology/ Biochemistry Clinical Immunology Dermatology Diabetes and Endocrinology Palliative Medicine Rheumatology Sexual Health</p>	<p>Surgical Services Anaesthetics Clinical Ophthalmology Critical care Clinical Ophthalmology Endocrine Surgery ENT & Audiology Gastrointestinal Surgery Oral, Maxillo-Facial & Dental Cancer Services Plastic Surgery Trauma & Orthopaedics Urology Vascular & General Surgery</p>
<p>Women & Child Health Breast Surgery Gynaecology Gynaecological Oncology Neonatology Obstetrics Paediatric Medicine (Acute & Community)</p>	

The top tier of management for each clinical group consists of a Group Director, Group Director of Nursing and a Group Director of Operations. A Clinical Directorate structure is in place and each specialty has a Clinical Director. Sub-divisional management structures vary depending on the particular needs of the division. Named nursing, HR and finance specialists support the clinical groups management teams.

Clinical Haematology sits within Medicine and Emergency Care Group. The Group Director is Dr. Chetan Varma. The Group Director of Operations is Giselle Carter-Sandy. The Clinical Director is Dr. Kamel Sharobeem.

GENERAL INFORMATION

Library & Information Services

The two multi-disciplinary libraries at City and Sandwell Hospitals include a large IT section, with access to all standard databases, together with Internet access. There are also slide and video programmes and interactive CD ROM facilities. 24-hour access is available to all medical staff.

Research

The appointee will be encouraged to undertake appropriate research. Clinical and laboratory facilities and support, including statistical advice, are provided within the Trust and at the University of Birmingham sub-units on the City Hospital Site.

All research undertaken by Consultants should conform to the rules of Good Research Governance and all research projects involving patients or their records (including those originating elsewhere) must have approval from the Research Ethics Committee and Research and Development Directorate.

Teaching

The post holder will be required to participate fully in the education and training of medical students, trainee doctors, paramedical, nursing and other appropriate personnel.

An appointment as an Honorary Senior Clinical Lecturer of the University of Birmingham is routinely sought, and a number of our Consultants do hold such posts. Postgraduate teaching of the junior staff is significant and the appointee will be required to contribute to the outstanding reputation of City and Sandwell Hospitals as leading teaching hospitals of the West Midlands.

There are modern Education Centres on the City and Sandwell Hospital sites, which are the focal point for teaching and training. Postgraduate clinical meetings are held in the Centre on a daily basis.

Prescribing & Therapeutics

The Trust encourages the safe and rational use of medicines. The Drug & Therapeutics Committee (DTC) oversees prescribing and therapeutics in the Trust. The Committee determines which drugs are available for prescribing within the Trust, and whether the prescribing of a specific drug should be restricted in any way. Consultants may apply to the DTC for drugs to be made available within the Trust. They may use drugs not previously approved by DTC, but only for a specific patient, and only after they have discussed and agreed the use with an officer of DTC or with the Medical Director.

Safeguarding – Children/Young People and Vulnerable Adults

Every employee has a responsibility to ensure the safeguarding of children and vulnerable adults at all times and must report any concerns immediately as made clear in the Trust's Safeguarding Policies.

Infection Prevention and Control

The Trust is committed to reducing the risk of health care acquired infection. Accordingly it is essential that you adhere to all Trust infection control policies, procedures and protocols (to include hand decontamination, correct use of PPE (Personal Protective Equipment) and care and management of patients with communicable infections). You are required to report any breaches/concerns promptly using the Trust's incident reporting system.

GENERAL CONDITIONS OF SERVICE

1. The post is covered by the Terms and Conditions of Service for Consultants (England) 2003, as amended from time to time.
2. The appointment is subject to satisfactory Occupational Health and Disclosure and Barring Service check (formerly Criminal Records Bureau check).
3. A relocation package is offered, where appropriate, in accordance with the Trust's Removal Expenses Policy.
4. The successful candidate will be expected to reside within a reasonable distance from their base hospital.
5. Any candidate who is unable for personal reasons to work whole-time will be eligible to be considered for the post; if such a person is subsequently appointed, modifications to the job plan will be discussed on a personal basis in consultation with consultant colleagues and the Medical Director.
6. The postholder must be included on the General Medical Council's Specialist Register in Haematology.
7. It is the responsibility of all medical staff to ensure that they are appropriately registered with the General Medical Council. If registration lapses employment may be terminated.
8. All employees are expected to comply with appropriate Trust policies and procedures.

VISITS TO THE TRUST AND INFORMAL ENQUIRIES ARE WELCOMED. PLEASE CONTACT:

Group Director Dr. Chetan Varma 0121 507 5841
Clinical Director Dr. Kamel Sharobeem 0121 507 3636

CONSULTANT IN HAEMATOLOGY WITH A SPECIAL INTEREST IN HAEMATO-ONCOLOGY

Person Specification

CRITERIA FOR SELECTION <small>(Justifiable as necessary for safe and effective performance)</small>	ESSENTIAL REQUIREMENTS <small>(A clear definition for the necessary criteria)</small>	DESIRABLE/ADDITIONAL REQUIREMENTS <small>(Where available, elements that contribute to improved/immediate performance in the job)</small>
Qualifications:	<ul style="list-style-type: none"> • Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC) or be eligible for registration within six months of interview. • 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 • MRCP or equivalent • FRCPATH or equivalent 	<ul style="list-style-type: none"> • Higher Degree
Clinical Experience:	<ul style="list-style-type: none"> • Clinical training and experience equivalent to that required for gaining CCT in Haematology • Ability to take full and independent responsibility for the management of acute medical emergencies • Ability to take full and independent responsibility for the care of patients 	<ul style="list-style-type: none"> • Special interest that complements the existing consultants • Haemato-oncology
Professional and Multi-disciplinary team working:	<ul style="list-style-type: none"> • Ability to work well with colleagues and within a team 	
Management and Administrative Experience:	<ul style="list-style-type: none"> • Ability to organise and prioritise workload effectively • Ability to plan strategically and to exercise sound judgements when faced with conflicting pressures. • Ability to motivate and develop the multi-disciplinary team, balancing departmental and personal objectives. 	
Clinical Effectiveness	<ul style="list-style-type: none"> • Experience of conducting clinical audit • Ability to use the evidence base and clinical audit to support decision- 	

	making	
Teaching and Training experience:	<ul style="list-style-type: none"> • Ability to teach clinical skills to medical and nursing staff and other disciplines. • The ability to appraise junior doctors and other staff. 	<ul style="list-style-type: none"> • Formal training in teaching

Research, Innovation and Service Improvement Experience:	<ul style="list-style-type: none"> • Ability to apply research outcomes to clinical problems • An awareness of current specialty developments, initiatives and issues. 	<ul style="list-style-type: none"> • Knowledge and experience of the application of information technology to Haematology • Publications in relevant peer-reviewed journals in the last five years. • Evidence of having undertaken original research
Personal Attributes	<ul style="list-style-type: none"> • Energy and enthusiasm and the ability to work under pressure • An enquiring and critical approach to work • Caring attitude to patients • Ability to communicate effectively with colleagues, patients, relatives, GPs, nurses, other staff and agencies. • Commitment to Continuing Medical Education and Professional Development 	
Other Requirements:	<ul style="list-style-type: none"> • Full GMC Registration with Licence to Practise • Appropriate Immigration Status (where appropriate) • An understanding of the current NHS environment, particularly in relation to reforms, initiatives and issues. 	
Personal Circumstances	<ul style="list-style-type: none"> • Residence within a reasonable distance of City Hospital • Ability to undertake clinical commitments at any of the Trust's sites. 	

Approved by: (name) (date)
 Royal College Regional Adviser