

Job title:	<b>Consultant Haematologist</b>
Division:	Pathology
Board/corporate function:	Medicine Board
Salary band:	Consultant
Responsible to:	Haematology Clinical Lead
Accountable to:	Divisional Clinical Director for Pathology
Hours per week:	Full Time, 10PAs
Location:	Haematology Department

### **University College London Hospitals NHS Foundation Trust**

University College London Hospitals NHS Foundation Trust (UCLH) is one of the most complex NHS trusts in the UK, serving a large and diverse population.

We provide academically led acute and specialist services, to people from the local area, from throughout the United Kingdom and overseas.

Our vision is to deliver top-quality patient care, excellent education and world-class research.

We provide first-class acute and specialist services across eight sites:

- University College Hospital (incorporating the Elizabeth Garrett Anderson Wing)
- National Hospital for Neurology and Neurosurgery
- Royal National Throat, Nose and Ear Hospital
- Eastman Dental Hospital
- Royal London Hospital for Integrated Medicine
- University College Hospital Macmillan Cancer Centre
- The Hospital for Tropical Diseases
- University College Hospitals at Westmoreland Street
- University College Hospital Grafton Way

We are dedicated to the diagnosis and treatment of many complex illnesses. UCLH specialises in women's health and the treatment of cancer, infection, neurological, gastrointestinal and oral disease. It has world class support services including critical care, imaging, nuclear medicine and pathology.

The UCLH Pathology Division is one of six Divisions in the Medicine Hospital Board, which is one of three Boards in the Trust, each headed by a Medical Director. The Medical Director is Dr Charles House.

Within the Pathology Division there are four specialties, one for each of the main disciplines, and they are led by Clinical Heads of Service. They provide professional leadership and are responsible for the service co-ordination and delivery of the clinical services across the Trust. The Clinical Heads of Service are appointed by the Divisional Clinical Director of Pathology

(currently Dr Mary Falzon) and are accountable to her. Appointments are initially for a three-year period. The Divisional Clinical Directors are appointed by the Medical Director.

### **University College Medical School**

The Trust is closely associated with University College London (UCL), London's global, multi-faculty university. UCL Medical School (UCLMS) is one of the highest rated medical schools in the country and is a Division within the Faculty of Medical Sciences, UCL School of Life and Medical Sciences (SLMS). [www.ucl.ac.uk/slms](http://www.ucl.ac.uk/slms)

Within UCL, the UCL Cancer Institute is the hub for cancer research. The Institute draws together over 400 talented scientists who are working together to translate research discoveries into novel effective therapies, with a number of academic staff holding honorary contracts within the cancer division at UCLH to facilitate this translation.

### **Health Services Laboratory**

UCLH formed a joint venture with The Doctors Laboratory and the Royal Free London to form Health Service Laboratories (HSL), providing pathology services for the partner Trusts and other non-member customers, as of 1st April 2015.

HSL is a strong, dynamic and clinically led organisation, committed to excellence and innovation. The model is the efficient hub and spoke system, recommended by the Carter Report where on-site rapid response laboratories handle urgent, small volume work, and are linked to the core hub, which will process all non-urgent tests. The laboratory participates in all the appropriate national EQA schemes and has an ongoing quality management programme. The senior medical staff participate in local and/or national EQA schemes relevant to their diagnostic practice.

HSL has invested in facilities for a core laboratory in central London, which went live in 2017.

### **UCLH Pathology Division**

The Medicine board, of which Pathology is one division, is led by Dr Charles House. The Clinical divisional director for Pathology is Dr Mary Falzon and Divisional director for pathology is Dr Fiona Yung. The Clinical lead for haematology is Dr Rajeev Gupta.

Clinical governance is assuming an ever, greater importance within the NHS, and within the Division and Trust. All consultants are expected to contribute to the development of governance in its widest sense.

The new post-holder will have an overriding duty of care to patients and is expected to comply with best practice standards and Trust policies for patient and personal safety.

The appointee will be expected to contribute to the administrative, teaching and research activities within the division. Postgraduate training/supervision of Specialist Trainees is an important part of the job.

All consultants represent the departments on various committees within the Trust as well as taking responsibility for particular delegated areas according to their interests and availability (for example, multidisciplinary audit and clinical governance). The Clinical Head of Service is responsible for delegating these responsibilities.

**Haemostasis and Thrombosis Consultant staffing:**

Consultant Haematologists
Professor Marie Scully
Dr John Paul Westwood
Dr Mari Thomas
Dr Nithya Prasannan
Dr Matthew Stubbs

**Job Purpose**

University College London Hospitals is seeking to appoint a full time Consultant in Haematology with a commitment to high quality patient care, innovative service models, delivery of performance targets, and excellence in education/training.

This post will involve support for the Trust-wide Venous Thromboembolism (VTE) Service, the Haemostasis and Thrombosis service and the on call TTP/TMA service within the Trust.

**Main Duties and Responsibilities**

**Direct Clinical Care Activities**

UCLH is a tertiary centre with a large cohort of patients referred with venous thromboembolism (VTE), via both inpatient and outpatient referral pathways. VTE referrals have been increasing, including those related to cancer VTE, reflecting the position of UCLH as a busy oncology centre. There are also increasing numbers of patients referred for Catheter Directed Thrombolysis (CDT) and mechanical thrombectomy.

The successful applicant will lead the Trust VTE service further developing it to meet the increasing inpatient and outpatient needs. The successful applicant will be expected to join the other Haemostasis and Thrombosis Haematology consultants in supporting other aspects of haemostasis and thrombosis, including TTP, ITP, bleeding disorders cancer thrombosis and obstetric haematology. The post holder would have the opportunity to develop sub-specialty interests in liaison with the existing consultants.

The on-call commitment will be to participate in the TTP/TMA service and haemostasis and thrombosis service in a 1:6 on call rota. This would involve inpatient and on call referrals and advice involving UCLH patients and tertiary referrals. UCLH is a regional reference centre for TTP and related TMAs, commissioned as a highly specialised service by NHSE,

Applicants should have a special interest in Haemostasis and Thrombosis and preferably a higher medical degree in this or a related area.

The appointee would be expected to support research within areas identified and develop their own particular area of interest. This has been supported by the Haematology BRC theme and will be based at UCLH/UCL. Collaboration with other investigators is encouraged.

Holidays and study leave must be discussed with colleagues to ensure seamless service provision.

## Job plan

The consultant's job plan is expected to comprise 10 Programmed Activities. The new post-holder will be expected to discuss and agree a detailed job plan including personal and professional objectives with the Clinical Director within three months of their start date; and the Consultant may be required to undertake a prospective diary exercise to inform this process.

The consultant's job plan will comprise about 8.5 PAs Direct Clinical Care, and 1.5 Supporting Professional Activities PAs. The majority of the job plan - for Programmed Activities related to direct patient care - follows a team-based approach. The part of the job plan related to wider departmental activities, supporting professional activities and personal objectives is more individually tailored. Below is an indicative job plan which is subject to change.

	Mon	Tues	Weds	Thurs	Fri
<b>Morning</b>	Inpatient VTE	(Sub specialty clinic )	VTE service development	<i>Thrombosis Clinic</i>	SPA
<b>A'noon</b>	In patient /outpatient VTE	VTE MDT	SPA	TTP MDT	<i>Thrombosis clinic</i>

This role requires the consultant to undertake non-emergency work during premium time (defined by the Terms and Conditions - Consultants (England) 2003) as set out in the job plan for this appointment, which will vary from year to year as determined by the needs of the service. Acceptance of the offer of employment will be interpreted as mutual agreement of this requirement between the consultant, his or her clinical manager and the Trust. The contract of employment for this position will reflect this requirement.

## On-Call Rota

You will be required to participate in the consultant on-call rota (Category A) for weekdays and weekends. Emergency work arising from on-call duties will be taken into account in assessing the number of programmed activities for on-call in your agreed job plan.

***Category A: this applies where the consultant is typically required to return immediately to site when called or has to undertake interventions with a similar level of complexity to those that would normally be carried out on site, such as telemedicine or complex telephone consultations;***

Frequency of Rota Commitment	Value of supplement as a percentage of full-time basic salary	
	Category A	Category B
High Frequency:	80%	30%

1 in 1 to 1 in 4		
Medium Frequency: 1 in 5 to 1 in 8	50%	20%
Low Frequency: 1 in 9 or less frequent	30%	10%

There will be an on-call commitment of 1:6 for specialist TMAs/clotting covering specialist haematology inpatient referrals and general enquires from UCLH and associated hospitals. Clotting on-call includes specialist tertiary services directly admitted under Haematology, eg TTP, ITP, acquired bleeding and clotting disorders as well as referrals from other UCLH departments, many of which are specialist tertiary referrals.

## Confidentiality

All employees and honorary appointees are required to exercise discretion and maintain confidentiality at all times.

## Conflict of Interest

All applicants to any post within the Trust are required to declare any involvement directly with any firm, company or organisation, which has a contract with the Trust. Failure to do so may result in an application being rejected or, if discovered (after appointment) that such information has been withheld, this may lead to dismissal.

## Consultant Terms and Conditions

The Terms and Conditions referred to in the contract can be viewed in full on UCLH's intranet site (Workforce/Medical Workforce) or via the NHS Employers' website (<https://www.nhsemployers.org/topics/pay-pensions-and-reward/medical-and-dental-pay-and-contracts>)

## Criminal Record

In view of the nature of the work this post is exempt from the provision of Section 4 (2) of the Rehabilitation of Offenders Act (1974) by virtue of the Act's exemption order (1975). Applicants therefore must disclose information regarding convictions including those which for other purposes are "spent" under the provisions of the Act. You are, therefore, required to declare any pending prosecutions or convictions you may have, even if they would otherwise be regarded as "spent" under this Action and any cautions. In the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by the Authority. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order applies.

UCLH will check with the police for the existence and content of any criminal record of the successful applicant. Information received from the police will be kept in strict confidence. The disclosure of a criminal record, or other information, will not debar you from appointment unless the selection panel considers that the conviction renders you unsuitable for appointment. In making the decision the Trust will consider the nature of the offence, how long ago and what age you were when it was committed and any other factors which may be relevant, including appropriate considerations in relation to the Trust's published Equal Opportunities Policy.



Failure to declare a conviction, caution or bind-over may, however, disqualify you from appointment, or result in summary dismissal/disciplinary action if the discrepancy comes to light. If you would like to discuss what effect any conviction you have might have on your application, in confidence, for advice, please contact a Senior Officer in the Workforce Team.

**Data Protection**

In accordance with the Data Protection Act (1998), UCLH is authorised, if required to do so, to obtain, process and/or use information held on a computer in a fair and lawful way. The Trust is authorised to hold data only for the specific registered purpose and not to use or disclose it in anyway incompatible with such purpose. It is further authorised to disclose data only to authorised organisations as instructed.

**Equality and Diversity**

To comply with UCLH's Equal Opportunities Policy and treat staff, patients, colleagues and potential employees with dignity and respect at all times.

**Health and Safety**

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

**Hepatitis B**

All employees who perform "exposure prone procedures" should be immunised against Hepatitis B. Antibody response should be checked on a regular basis. If successful in being appointed to a post, all employees must report to the Occupational Health Department within two weeks of starting in post. Failure to comply with this, or the new regulations pertaining to Hepatitis B, may result in an employee being suspended from duty. Any affected professional who accepts an offer to join UCLH is encouraged to speak to the team as a priority.

**Insurance Policy**

UCLH accepts no responsibility for damage to or loss of personal property with the exception of small valuables handed to their officials for safe custody. Staff are therefore recommended to take out an insurance policy to cover personal property.

**Job Sharing**

UCLH has a job sharing policy under which all posts are open to job sharing, with or without a job share partner.

**Health and Wellbeing**

UCLH is committed to proactively consider how we can best encourage and safeguard the health and wellbeing of all our staff. We operate a no smoking policy which does not allow smoking in any of our property or in ground in which it is located. We have a comprehensive staff support programme for staff who wish to give up smoking and our occupational health team will offer dedicated personal support to any smoker who wishes to give up smoking and/or improve their wellbeing.

**Private Practice**

All consultants should adhere to the national Code of Conduct for Private Practice. Private Practice should as far as possible, be undertaken within UCLH facilities, always ensuring

that the needs of the practitioner can be met. In this way income generated can be used to further develop patient care within the Trust.

The appointee must follow Trust agreed procedures when seeking to commence private practice. Any private practice commitments must not prejudice the basic service requirements contained in the job plan.

Appointees expressing an interest in a part time post in order to undertake private practice will normally be expected to hold a 6 programmed activity [PA] contract.

### **Public Transport and Car Parking**

Our bases are within 5-10 minutes' walk of Warren Street, Great Portland Street or Euston stations. Our central London base limits our ability to offer car parking, yet spaces in secure car parking may be available and secure cycle spaces can also be allocated. Your recruitment contact shall happily check options for you.

### **Residential Criteria**

It is considered acceptable for new employees to commute a distance of approximately 25 miles to the hospital unless there are exceptional circumstances or job requirements that prevent this. Trust staff must be able to contact a consultant by telephone.

### **Service Commitment**

UCLH expects its employees to communicate with colleagues, patients and visitors in a polite and courteous manner at all times and to adhere to the UCLH Service Commitment "Putting Patients First" and adopt a professional approach to customer care at all times.

### **Staff Involvement**

The Trust is committed to involving staff at all levels to improve patient services and working lives. The Trust continually strives to improve internal communication systems and encourage staff involvement in organisational and service developments – including business planning – to enable staff to influence discussions which affect them and their working conditions.

### **Staff Nursery/Crèche**

UCLH has childcare provision at three nurseries for employees. The nurseries are based in the following areas:

- The Mousehole nursery (23 Devonshire St.)
- The Fig Tree (4 St. Pancras Way)

### **NHS Pension Scheme**

The post-holder will be entitled to join or remain in the NHS Superannuation Scheme, which provides:

- A pension and a tax-free lump sum on retirement
- Life assurance cover
- Voluntary early retirement benefits
- Ill-health retirement benefits
- Redundancy benefits
- Family benefits

- Options to increase benefits

All pension benefits are based on salary and length of membership of the Scheme. Contribution rates for members vary according to their level of pensionable pay. Contribution rates for an individual on the consultant contract would currently start at 9.9%, but the real cost is lower because of the tax relief on contributions and the lower rate of National Insurance contributions paid as members opt out of the State Earnings Related Pension Scheme. Further details are available from the NHS Pensions Agency website, accessible via <http://www.nhsbsa.nhs.uk/pensions>

### Other

The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

### Visits to the Hospitals

General enquiries, about the job or an informal discussion about this post should be directed to Dr Rajeev Gupta ([rajeev.gupta1@nhs.net](mailto:rajeev.gupta1@nhs.net))

### Our Vision and Values

The Trust is committed to delivering top quality patient care, excellent education and world-class research.

We deliver our vision through [values](#) to describe how we serve patients, their families and how we are with colleagues in the Trust and beyond.

#### We put your **safety** and wellbeing above everything

Deliver the best outcomes	Keep people safe	Reassuringly professional	Take personal responsibility
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#### We offer you the **kindness** we would want for a loved one

Respect individuals	Friendly and courteous	Attentive and helpful	Protect your dignity
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#### We achieve through **teamwork**



UCLH is an NHS Foundation Trust comprising: University College Hospital (incorporating the Elizabeth Garrett Anderson Wing, Grafton Way Building, Macmillan Cancer Centre and University College Hospital at Westmoreland Street) Royal London Hospital for Integrated Medicine, Royal National ENT and Eastman Dental Hospitals, National Hospital for Neurology and Neurosurgery at Queen Square and Cleveland Street,



Listen and hear	Explain and involve	Work in partnership	Respect everyone's time
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We strive to keep **improving**

Courage to give and receive feedback	Efficient and simplified	Develop through learning	Innovate and research
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## Person Specification

**Post Title:** Consultant Haematologist

**Division/Directorate:** Pathology/Medicine

**Programmed Activities:** 10 PAs

	Essential Criteria	Desirable Criteria	Where evaluated
<b>Professional Qualifications</b>	<p>Full and specialist registration (and a licence to practise) with the General Medical Council (GMC) (or eligible for registration within six months of interview)</p> <p>Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview.</p> <p>Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT</p> <p>MCEM / MRCP(UK) / MRCS (or equivalent)</p> <p>FRCPPath or evidence of equivalent qualification</p> <p>Evidence of postgraduate research</p>	MD or PhD	App Form GMC CV

<b>Clinical Experience</b>	Evidence of diagnosing and treating bleeding and thrombotic disorders.	Experience in defined disorders, e.g. TTP, ITP, Thrombosis and Obstetric Haematology.	APP Form Ref/ Assess
<b>Clinical Skills</b>	Ability to make decisions in scenarios of complex thrombosis/haemostasis/ situations	Provide advice for tertiary referrals	APP Form Ref/ Assess
<b>Clinical Governance Management &amp; IT</b>	Competence with IT systems as required for clinical use  Adherence too & support clinical governance  Evidence of participation in clinical and laboratory management	Ability to use IT programmes required for clinical and research use	APP Form Ref/ Assess
<b>Teaching and Research</b>	Ability to teach trainees and laboratory scientists in pathology.	Able to participate in a research programme. Record of completed research	APP Form Ref/ Assess
<b>Personal Qualities</b>	Ability to communicate with clarity and intelligently in written and spoken English; ability to build rapport, listen, persuade/ negotiate.  Ability to take responsibility, lead, make decisions and exert appropriate authority  Ability to see patients as people, ability to empathise and work co-operatively with others.	Capacity to stimulate and accommodate colleagues	Ref/ Assess

**Evaluation Key: App Form [Application Form] Ref [References] Assess (Assessment)**