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WALES

Bwrdd Iechyd Prifysgol
Hywel Dda
Hywel Dda University
Health Board



Job Description

Appointment of Full Time
10 sessions – 37.5 hours per week

LOCUM CONSULTANT HAEMATOLOGIST

Base: to be agreed

Job Reference: 100-MED-GGH-283-L

Anticipated Start Date: Immediate

Links to Additional Information

- Hywel Dda University Health Board Homepage <http://www.hywelddahb.wales.nhs.uk/>

Don't forget you can follow us on our social media channels via your own devices and keep up to date with the latest news:

www.twitter.com/HywelDdaHB

www.facebook.com/hywelddahealthboard

www.youtube.com/HywelDdaHealthBoard1

www.linkedin.com/company/hywel-dda-university-health-board

Medical Recruitment, Glien House, Cillefwr Industrial Estate, Johnstown, SA31 3RB

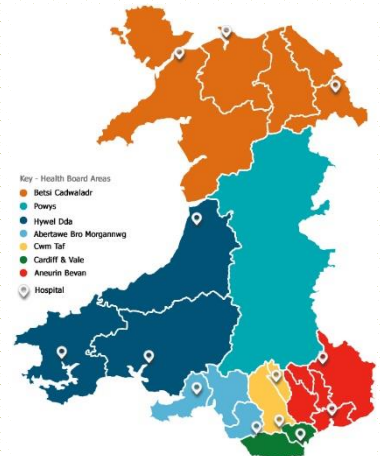
Tel ☎ 0300 303 6138 / Email ✉ Consultant.Recruitment.HDD@Wales.nhs.uk

Introduction

Office accommodation, secretarial support and full IT facilities including access to intranet and internet will be provided.

Hywel Dda Health Board is one of seven acute Health Boards in Wales, and covers a quarter of the land mass of Wales.

This post comes during a period of Health Board-wide service reviews, including a comprehensive reconfiguration of services for Mental Health in West Wales. The potential for Health Board-wide developments and a closer liaison with primary care and social services is substantial and exciting. A major expansion in undergraduate medical student teaching is planned.



Hywel Dda University Health Board provides services to the 3 counties of Ceredigion, Pembrokeshire and Carmarthenshire which together cover a quarter of Wales. It is predominantly rural in nature with areas of outstanding beauty attracting National Park status. Llanelli on the south coast is the only major industrial town in the area. Aberystwyth, Lampeter and Carmarthen are University towns. Cardiff, the capital of Wales is approximately 125 miles away while Swansea is about 65 miles away from Aberystwyth.

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

NHS Wales Core Principles

The NHS is about people, working with people, to care for people. NHS Wales values all its staff – from Wales, the UK, EU and non-EU nationals. As part of NHS Wales' ongoing commitment to strengthen the values and behaviours of Health Boards and Trusts, the following Core Principles have been developed which further help staff respond better to the demands for its service's:-

- ✓ We put our patients and users of our services first
- ✓ We seek to improve our care
- ✓ We focus on wellbeing and prevention
- ✓ We reflect on our experiences and learn
- ✓ We work in partnership and as a team
- ✓ We value all who work for the NHS

These Core Principles describe how everyone within NHS Wales is expected to behave and help us all to achieve the highest quality in everything we do.

This is a replacement post and you will join colleagues in a very dynamic and forward looking Clinical Haematology service.

- Provides a comprehensive Clinical Haematology service across Health Board based at Glangwili Hospital Delivery of a comprehensive 7 day service (on call)
- Acute inpatient assessment and treatment for haematological conditions
- Effective leadership to multidisciplinary staff members of the unit
- Provision of teaching, training and research within the Organisation

The potential for Health Board-wide developments and a closer liaison with primary care and social services is substantial and exciting. A major expansion in undergraduate medical student teaching is planned.

The Haematology service currently provides haemato-oncology and general haematology services across 4 hospital sites. There are 3 full time and 3 part time consultants in post. Support for the service includes two Associate Specialists, four specialty doctors and a clinical fellow as well as foundation trainee doctors, competent laboratory staff, six clinical Nurse Specialist in Haematology and two Haematology Pharmacists. Each of the sites provides out-patient chemotherapy and works in close liaison with the centres in Cardiff and Vale and Swansea Bay University Health Boards.

Wales has a well-developed haematology community which includes all the consultants in all the hospitals who work closely together to deliver the service for the total population of the country. There are a number of regional sub-speciality MDTs which support decision making the delivery of patient care.

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

Details for Visiting

Those wishing to discuss the post informally in the first instance, or visit the department are encouraged to contact:

Dr Saran Nicholas
Consultant Haematologist
Glangwili Hospital
Tel: 01267 227539

Dr John Murphy
Clinical Lead Pathology
Glangwili Hospital
Tel: 01267 227251

Dr Eiry Edmunds
Hospital Director
Glangwili Hospital, Carmarthen
Tel: 01267 227906/904

Shortlisted candidates will be encouraged to visit and contact the Local Panel Members – details of these will be available to shortlisted candidates when panel is confirmed

Please note that pre-interview visits to other Outside AAC panel members are neither required nor expected.

JOB DESCRIPTION

The Job Itself

<u>Title:</u>	Locum Consultant Haematologist
<u>Professionally responsible to:</u>	The Medical Director
<u>Managerially accountable to:</u>	Clinical Director & Acute General Manager/Clinical Team Lead within the Speciality with ultimate accountability to the Chief Executive
<u>Responsibility for Staff as Part of this Post:</u>	F1, F2, Associate Specialist, Specialty Doctor and Clinical Fellow

This appointment is Health Board wide, with your principal place of employment being at one of our main hospital sites Glangwili General Hospital in Carmarthen. Other working locations including off site working may be necessary and will form part of your agreed job plan. This will be subject to change as the Health Board's clinical requirements are amended to meet the needs of the service/patients.

Other hospitals at which duties are performed: In view of the fact that the organisation is currently undertaking a review of its services and the locations at which they are undertaken, it is important to be aware that work patterns may change and the place(s) of duties modified.

The Clinical Strategy of the Health Board is under constant development and the job holder may be required to undertake different duties agreed at the time of appointment.

Purpose of the Post and General Responsibilities

To provide, with consultant colleagues and the wider clinical and laboratory teams (as appropriate) a service in Haematology. Support the prevention, diagnosis and treatment of haematological conditions.

All clinical staff is accountable and responsible for their own clinical competence and should limit their actions to those for which they are deemed competent. Clinical staff is also required to comply with the requirements of their professional organisation regarding supervision.

As a senior employee of the Health Board the post holder will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare to the Health Board's patients.

Integral to the responsibilities of the post are the following requirements:-

- To ensure the provision and delivery of a first-class clinical service
- To provide effective leadership to all staff engaged in the specialty
- To sustain and develop teaching and research wherever appropriate
- To undertake all work in accordance with the Health Board's procedures and operating policies
- To conduct clinical practice in accordance with contractual requirements and within the parameters of the Health Board's service plans
- To maintain the confidence of business plans and development strategies formulated for the specialty or the Health Board
- Core clinical expertise in Haematology
- Leadership and team building skills as well as working as part of a multidisciplinary team

- Supporting and training multidisciplinary teams
- Delivering care in the community alongside primary health care and social care teams
- Participating in CPD including Audit
- You are expected to maintain your professional development for Revalidation
- A Teaching and Training Role for medical undergraduates and postgraduates
- Educational Supervisor role to Junior and Middle Grade Medical Staff
- To undertake regular multidisciplinary clinical audit and provide evidence-based medicine

Specific Responsibilities of the Post

Clinical

- A sub speciality interest will be agreed upon appointment depending on individual interests and service needs. We would like the candidate to have or develop an area of sub-speciality interest, so that they are able to provide advice to Hywel Dda colleagues, see the more difficult patients within this sub-speciality within the Health Board and lead relevant developments across the health board.
- Attending the local tertiary referral centre's subspecialty MDT would be supported within job plan.
- To share the responsibility for the acute care of Haematology patients at your base Hospital
- To conduct clinical practice in accordance with contractual requirements within the parameters of the Division's and Health Board's agreed objectives.
- To develop and deliver a comprehensive service in Haematology
- To be responsible for the delivery of OPD care of patients with haematological conditions
- To provide clinical support for laboratory services

Teaching/Training (as agreed with Clinical Lead/Hospital Director/AMD/MD)

- To provide conditions for improved training opportunities in line with national and local recommendations arising out of MMC and related requirements
- To participate in the undergraduate teaching programme
- To assist and participate with the development of postgraduate training for F1s, F2s, CTs, STs, SpRs, Speciality Doctors and other staff as appropriate
- Where agreed, to act as Educational Supervisor to junior and middle grade medical staff

Audit (as agreed with Clinical Lead/Hospital Director/AMD/MD)

- To promote evidence-based clinical practice
- To undertake regular audit

Research Opportunities in Hywel Dda

The Health Board has University status with strong links to the Swansea & Cardiff Universities to promote research & development and multi-professional teaching. We recently appointed our first Chair in Respiratory Medicine into the Health Board, with further appointments for the future, and we are the first Health Board in Wales to appoint Bevan Commission Fellows. This initiative programme aims to engage and capture the enthusiasm and commitment of our up-and-coming clinicians in Wales in addressing Prudent Health Care.

HDUHB is committed to enhance local research and development and the successful applicant would be strongly encouraged to develop a local research portfolio as part of their core NHS responsibilities (*Handbook to the NHS Constitution, January 2009*) as it improves patient outcomes (http://www.crnc.nihr.ac.uk/ppi/why_is_research_important) and is a Welsh

Government priority

(<https://www.wales.nhs.uk/sites3/page.cfm?orgid=580&pid=59041>).

The annual operating R&D Budget has increased by over 750% since 2008 and research operates across all 4 hospital sites with increasing opportunities in Primary Care.

- Basic sciences: we have memoranda of understanding with Swansea and Aberystwyth Universities, jointly funding post-doctoral researchers and co-supervising MSc, MPhil and PhD students in e.g. sport science, rehabilitation, medical engineering, psychology & qualitative research, management change, biomarker discovery and most recently metabolomics
- Commercial Trials: with experienced research nurses dealing solely with commercial companies working on your behalf and pharmacists dedicated only for clinical trials, our clinicians are working increasingly with major companies. This is not only in our established areas of strength such as diabetes and respiratory medicine, but new studies have just opened with Consultants as Principal Investigators in cardiology, lipid medicine, urology, rheumatology and dermatology
- Portfolio trials: there are specialist researchers from the Health & Care Research Wales and NIHR workforce recruiting patients into National and International trials across all 4 hospital sites and increasingly in Primary Care. New funding and a specialist R&D Manager will help any clinician act as a local Principle Investigator or develop their own pathway to portfolio work.

We have an 8-room Clinical Research Facility in PPH, with state-of-the-art facilities that was opened in 2012 and new initiatives involve BioBanking, EU Lead for telemonitoring at scale and new Clinical Research Fellowships. For more details, please contact the Director of R&D.

Revalidation & Appraisal

- the post holder will be expected to participate in annual appraisal and to maintain a portfolio of supporting information to bring to appraisal as a basis for discussion. The All-Wales format for appraisal is the online Medical Appraisal and Revalidation System (MARS),
- you will be expected to maintain GMC Revalidation as and when required and will be supported through this process by the appointed Revalidation Manager. The Responsible Officer for Hywel Dda Health Board is Medical Director.

Quality and Standards

- To be familiar with and actively promote adherence to the regulatory framework including NICE and National Service Framework Guidance and to actively promote professional standards "The Duties of a Doctor"
- To undertake all work in accordance with the Health Board's procedures and operating policies

Learning Organisation

- To be involved in and actively manage complaints and any medico legal claims in their area of practice, management of serious incidents and responsibility for sharing any organisational learning from these

Patient Experience

- To monitor and respond to measures of patient experience

Patient Safety

- To work actively to reduce unintended harm to patients

- To contribute actively to the content areas of the 1000 Lives Campaign and any other subsequent patient safety campaign
- To adhere to the Health Board's Clinical Incident Policy

Personal Development

- To attend accredited conferences and meetings to update personal level of clinical practice, teaching and management skills in line with CME requirements
- To participate in an annual Job Planning Review process
- To participate in the Health Board's Annual Appraisal process

Equal Opportunities

- It is the aim of the Hywel Dda HB to ensure that no job applicant or employee receives less favourable treatment on grounds of gender, religion, ethnicity, sexual orientation, and nationality, ethnic or national origins or is placed at a disadvantage by conditions or requirements which cannot be shown to be justifiable. To this end, the HB has an Equal Opportunities Policy, and it is for each employee to contribute to its success.

Flexible Working & work-life balance

Flexibility in employment is a key factor in demonstrating our commitment to fair and equal treatment inside the workplace and in attracting the highest calibre of applicants to work for the organisation. It is the aim of the Health Board that employees in all areas and levels of the organisation will be considered for flexible working in accordance with the Equality Act 2010 and regardless of their level of seniority, their current working pattern, or whether they are employed on a permanent or fixed term basis.

Management (as agreed with Clinical Team Lead/Hospital Director/AMD/ MD)

- To provide medical information for the development of systems appropriate for Health Board needs
- To participate in departmental consultant and senior staff meetings
- To attend other departmental, Divisional and Health Board meetings as necessary
- To attend regional and national meetings as necessary
- To undertake all work in accordance with Health Board procedures and operating policies
- To work within the financial and other restraints decided upon by the Health Board. Additional expenses of any kind will not be committed without the approval of the appropriate manager/budget holder.
- To co-operate with local management in the efficient running of services and an expectation to share with consultant colleagues in the medical contribution to management. In addition, it should be noted that a system of Clinical Directorship is in operation and close liaison with appropriate colleagues will be required
- To ensure that arrangements are in place for adequate medical staff to be available in relation to the treatment and care of patients

The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital. This statutory duty is in addition to any specific risk management or clinical governance accountabilities associated with the post.

Finally, the post holder is expected to:

- Observe the rules, policies, procedures and standards of Hywel Dda University Health Board together with all relevant statutory and professional obligations
- Observe and maintain strict confidentiality of personal information relating to patients and staff

Specialty/Department Information

Haematology in Hywel Dda University Health Board

There is a Health Board wide Department of Clinical Haematology, which is linked to a Health Board wide Pathology Service. Organisationally the Health Board is divided into scheduled, unscheduled care and Womens and Childrens services. Both Pathology and Medicine sit within unscheduled care.

The Clinical Director for Pathology is Dr John Murphy, and the Lead Clinician for Haemato-oncology is Dr Sumant and the Head of Pathology Services is Mr Dylan Jones.

There is a Lead BMS for Blood Sciences and leads for Haematology, Blood Transfusion and phlebotomy and Point of Care testing across Hywel Dda University Health Board. There is a full-time transfusion practitioner in each site. The lead consultant for Haematology laboratory services is Dr H Grubb. The lead consultant for Anticoagulant services is Dr Saran Nicholas. The lead consultant for Blood Transfusion is Dr Rhian Fuge

The Health Board Transfusion Committee meets every 4 months and is chaired by Dr Rhian Fuge, Consultant Haematologist, based at Prince Philip Hospital.

The health Board Thrombosis Committee meets every 3 months and is chaired by Dr Saran Nicholas.

Haematology Department, Glangwili General

The Clinical Haematology Service is at British Society of Haematologist (BSH) level 2 with beds available on a designated general medical ward. There is a Haematology/Oncology Day Unit and outpatient facilities. Oncology and Haematology services are supported by a team of nursing staff. There is a nurse led anticoagulant clinic which has been developed Health Board wide.

The Haematology and Blood Transfusion service is committed to the UKAS accreditation assessment cycle. Each site is committed to either gaining or continuing their UKAS accreditation. Annual MHRA compliance reports are completed.

Haematology Laboratory Services

The Haematology Laboratory is divided into 3 sections: general haematology, coagulation and blood transfusion. Specimen reception is a common facility and is managed within Blood Sciences.

Each hospital Transfusion Team also have regular meetings to review local transfusion incidents. The Health Board blood banks are in general compliance with the requirements of the Blood Safety and Quality regulations 2005/50, as amended.

Laboratory Workload (indicative figures) 2021-2022:

Test	Bronglais Hospital	Glangwili Hospital	Prince Philip Hospital	Withybush Hospital	Total for Health Board
Bone marrow aspirates	19	65	34	94	212
Full blood counts	85,000	140,000	95,000	128,000	448,000
Coagulation	11,500	42,000	27,000	22,500	103,000

Group and Screens					45,000
RBC's Issued					18,000
Other components and products issued					9,000

PCR assays for thrombophilia testing and haemochromatosis, VWF assays and haemoglobinopathy studies are currently referred to Cardiff & Vale UHB
Protein C and Protein S are referred to Swansea Bay UHB.

Cell markers, cytogenetics and molecular diagnostics for haematological malignancy are also sent to Cardiff & Vale UHB.

Ortho vision technology is used in Blood Transfusion and the department has used computerised electronic issue of blood since 2003. The Welsh Blood Service (WBS) provides Reference Laboratory Services, including anti-D, -c quantitation and FMH quantitation by FACS when required.

Approximate workload in Anticoagulation patients per year approx. 12,000 patients

Current participation in specified EQA schemes

The department participates in the following EQA schemes:

- UK NEQAS for Haematology
- UK NEQAS for Coagulation
- UK NEQAS for Blood Group Serology
- UK NEQAS for Foetal Maternal Haemorrhage
- UK NEQAS for Immunology
- UK NEQAS for Specific Proteins
- UK NEQAS for Andrology
- WASPS (blood group serology)

B12/folate, ferritin and iron studies are performed by Biochemistry as well as serum / urine electrophoresis and immuno-fixation.

Bone marrow trephine biopsies are processed in Cellular Pathology (with immunocytochemistry available). Immunophenotyping, cytogenetics and molecular diagnostics are sent to Cardiff & Vale.

The LIMS laboratory computer system has been fully operational since 2014 with links to the clinical portal, GP surgeries and the hospital clinical workstation. Blood Transfusion continues to use Telepath.

Anticoagulation is managed through DAWN computer software.

Haematology Laboratory Staffing Establishment:

Band 8c	Head of Pathology Service (Hywel Dda wide post)	1 WTE
Band 8b	Lead BMS Blood Sciences (Hywel Dda wide post)	1 WTE
Band 8a	Site Lead BMS Blood Sciences (Blood Sciences 4 sites)	4 WTE
Band 7	Biomedical Scientists (Haematology, 4 sites)	7 WTE
Band 5/6	Biomedical Scientists (Haematology, 4 sites)	26 WTE

Pathology Strategy / Governance -

There is a strong National Pathology Network/Strategic approach across Wales which has just released the Pathology Statement of Intent 2019. Work to date has focussed on areas of service fragility with an aim to provide future resilience e.g. Cellular Pathology, Diagnostic Immunology and technologies e.g. All Wales LIMS procurement and digital technologies.

Within HDUHB each locality has a Pathology Advisory Group which feeds into the Health Board wide Pathology Strategy Group which can escalate to other Health Board Committees as required e.g. Quality Safety Effectiveness and Assurance Committee

Clinical Haematology Service –

Inpatients are cared for on a designated general medical ward by an FP1 and an FP2 doctor. Haematology has an associate Specialist, Specialty Doctor and a clinical fellow in Glangwili Hospital. An additional Associate Specialist is shared with oncology and are based in the chemotherapy units. SACT and supportive care are provided for patients with haematological conditions and with lymphoma by haematology trained nursing staff. Patients with acute leukaemia fit for intensive chemotherapy are referred to Cardiff and Vale UHB. Patients requiring intrathecal chemotherapy are referred to Singleton Hospital, SBUHB.

The chemotherapy unit on each site is purpose built and is shared with oncology. It provides facilities for ambulatory and bolus chemotherapy, IV infusions on a daily basis. Blood and blood product transfusions are provided in the Medical Day Unit on a daily basis. There is a weekly follow up clinic, a weekly combined new patient and follow up clinic, a weekly new patient/bone marrow clinic and a weekly chemotherapy clinic. There is a bi-monthly follow-up clinic at Cardigan Hospital. A dedicated Haematology Specialist nurse supports the cancer patients in each site.

A weekly Haematology MDT and monthly business meeting take place on the GGH site.

Names of Senior and Consultant Members of the Department

Dr Saran Nicholas Consultant Haematologist (Glangwili)	0.8 WTE
Dr Sonia Goriah, (Glangwili)	1.0 WTE
Dr Peter Cumber, Consultant Haematologist (Bronglais)	0.6 WTE
Long term locum (Glangwili Hospital)	1.0 WTE
Dr Rhian Fuge Consultant Haematologist (Prince Philip)	0.8 WTE
Dr Louise Foulkes (Prince Philip)	0.6 WTE
Dr Harry Grubb Consultant Haematologist (Withybush)	1.0 WTE
Dr Sumant Kundu Consultant Haematologist (Withybush)	1.0 WTE
Dr Mike Bartlett, (Withybush)	1.0 WTE
Dr John Murphy, Consultant Cellular Pathologist (Clin Lead for Pathology)	1.0 WTE
Dr Rohan Pullaperuma, Consultant Haematologist (Glangwilli)	1.0 WTE
Dr Dinoosha Jayawickrama (Glangwili)	1.0 WTE
Dr Nazish Sana (Withybush)	1.0 WTE
To be confirmed (Bronglais)	1.0 WTE
Dr Scott Jenkins (Glangwili)	1.0 WTE

Regional Services

The Regional Radiotherapy/Oncology Centre is at Singleton Hospital, Swansea.

Hywel Dda University Health Board is part of the South Wales Haematology Cancer Network, chaired by Dr Grant Robinson.

All lymphoma specimens are reviewed by the All Wales Lymphoma Panel.

Patients with inherited bleeding disorders are referred to the comprehensive haemophilia centre at UHW, Cardiff where they receive routine care.

Paediatric patients with haematological disorders are cared for by the Paediatricians in liaison with the Paediatric Oncologists at UHW. Haematological input is provided as necessary locally.

Location

The principal place of work for this post is at one of our main hospital sites. The post holder will generally be expected to undertake their programmed activities at the principal place of work or other locations agreed in the Job Plan. Exceptions will include travelling between work sites and attending official meetings away from the workplace. A planned and cost-effective approach is expected and is included in the DCC sessional allocation. The post holder may be required to work at any site within the Health Board, including new sites.

Review

This job description will be regularly reviewed. It is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.

Consultant Development and Mentoring Programme

We run a successful Consultant Development and Mentoring Programme within the Health Board, this programme is specifically designed to meet the needs of newly appointed consultants, and offers a current and future focus by:

- Developing you as a senior leader, to enable you to effectively contribute to Hywel Dda and its future direction.
- Enhancing your capability as a senior leader and to support you to deliver organisational priorities
- Build capacity for the future, by aligning current priorities with planning for delivering future service.
- delivering development aimed at consultants, enabling you to translate the NHS Medical Leadership Competency Framework (MCLF) behaviours into practice

The programme has been designed to support new Consultants to achieve the competencies required from the Medical Leadership Competency Framework (MCLF). This framework has been included within the NHS Leadership Framework (LF), and as such is consistent in its language and approach.

In addition, the programme offers:

- membership of an action learning set for the duration of the programme
- have access to diagnostic tests to support identification of individual learning and development needs, including the LF 360° self-assessment
- the opportunity for Academic accreditation (tbc)
- access to an executive coach

- opportunity to meet with the Chief Executive and Chair of Hywel Dda
 - access to the Hywel Dda quarterly leadership forum
 - invite to join the senior leadership programme's master classes
- A mentorship Scheme is also in place within the Health Board, with over 15 fully trained mentors to which all newly appointed Consultants will be allocated

Provisional Job Plan

Actual DCC/SPA split and location will be discussed and agreed with the successful applicant in the light of their individual agreed SPA needs.

Also the successful candidate will be allocated 0.5 SPAs per week in their first 12 months to participate on our Consultant Leadership Programme

(As required under paragraph 30a of the Terms and Conditions of Service)

Day	Time	Location	Work	Category	No. of Sessions
Monday	Am	Glangwili Hospital	General/sub specialty Haematology clinic	DCC	1.00
	Pm	Glangwili Hospital	Ward Round	DCC	1.00
Tuesday	Am	Glangwili Hospital	SPA	SPA	1.00
	Pm	Glangwili Hospital	Lab Admin	DCC	1.00
Wednesday	Am	Glangwili Hospital	Chemotherapy Clinic	DCC	1.00
	Pm	Glangwili Hospital	Lab cover	DCC	0.5
		Glangwili Hospital	Bone marrows	DCC	0.5
Thursday	Am	Glangwili Hospital	New Patient clinic	DCC	1.00
	Pm	Glangwili Hospital	Lab cover /	DCC	0.5
			Ward Round	DCC	0.5
Friday	Am	Glangwili Hospital	MDT /	DCC	1.00
	Pm	Glangwili Hospital	Patient admin / SPA	DCC/SPA	1.00
TOTAL Sessions					10.00
Direct Clinical Care (including patient administration)					9
On Call – If Applicable					1
Supporting Professional Activities – 1 SPA may be taken at home for Professional Continued Development.					1
TOTAL SESSIONS					11.00
On-Call Availability Supplement					
Agreed on-call rota – Prospective/Non Prospective cover for Annual/Study leave					1:6
Agreed Category in line with colleagues on the same rota – currently paid at: (Subject to change in line with annual job plan review)					Tier 3

This Job Plan is provisional and will be discussed and agreed with the successful candidate upon appointment and annual job plan review.

In line with the terms and conditions, the final job plan is subject to the agreement of the Health Board through the Clinical Team Lead/CLINICAL DIRECTOR and the appointee.

Person Specification for LOCUM CONSULTANT HAEMATOLOGIST

Requirements	Essential	Desirable	Measurable by
Qualifications	<ul style="list-style-type: none"> - GMC Registration with a licence to practise. - MRCP or equivalent AND - FRCPath or equivalent 	<ul style="list-style-type: none"> - Appropriate Higher Degree e.g. MD, PhD or MSc or equivalent 	Application
Clinical Experience	<ul style="list-style-type: none"> - Broad based experience in Haematology - Knowledge of UK hospital systems (or equivalent) - Knowledge and participation in CPD - Competence in clinical and laboratory haematology - Able to apply knowledge - Safe and effective written and verbal communication skills - Knowledge and experience of communicating bad news - Meet the requirement of the GMC's "Good Medical Practice" 	<ul style="list-style-type: none"> - Experience of NHS - Wider experience, research and training in providing sub-specialty service - Evidence of above average performance - Membership of the British Society for Haematology (BSH) - Additional clinical qualification(s) 	Application/ Interview
Clinical Governance	<ul style="list-style-type: none"> - Evidence of participation in clinical audit and understanding role of audit in improving medical practice - Comprehension of core philosophy and building blocks of Clinical Governance 	<ul style="list-style-type: none"> - Knowledge of risk management - Knowledge of annual job planning/appraisal review process 	Application/ Interview
Research	<ul style="list-style-type: none"> - Experience and knowledge of critical appraisal of evidence so as to improve clinical outcomes 	<ul style="list-style-type: none"> - Evidence of initiating, progressing and concluding research projects with publication - Research degree 	Application/ Interview
Teaching	<ul style="list-style-type: none"> - Evidence of organising programmes and teaching medical students and junior doctors - Willingness to teach all grades of professional multidisciplinary staff 	<ul style="list-style-type: none"> - Organisation of further teaching programmes in medical education - "Training the Trainers" experience 	Application/ Interview
Management	<ul style="list-style-type: none"> - Knowledge of the management and structure of the NHS - Willingness to participate in clinical management 	<ul style="list-style-type: none"> - Evidence of management training 	Application/ Interview
Personal Qualities	<ul style="list-style-type: none"> - Ability to cope with stressful situations and undertake responsibility - Excellent interpersonal skills and team-working skills - Ability to work as part of a multidisciplinary and multi-agency team and alone - Ability to work flexibly in response to the changing needs of Haematology Service 	<ul style="list-style-type: none"> - Evidence of leadership attributes - Motivational skills 	Interview

	<ul style="list-style-type: none"> - Ability to embrace the following personal values and behaviours on a daily basis: <ul style="list-style-type: none"> • Dignity, Respect and Fairness; • Integrity, Openness and Honesty; • Caring, Kindness and Compassion. <p>Ability to demonstrate a commitment to our organisational values:</p> <ul style="list-style-type: none"> • Working together to be the best we can be; • Striving to develop and deliver excellent services; • Putting people at the heart of everything we do 		
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