

Consultant Candidate Pack



About us:

North Bristol NHS Trust is a centre of excellence for healthcare in the South-West in several fields and is also one of the largest hospital trusts in the UK. We have links to the University of Bristol, the University of Bath, and the University of the West of England. Our annual turnover is £870 million, and we have 12,000 staff delivering healthcare across Southmead Hospital Bristol, Cossham Hospital, Bristol Centre for Enablement and within the local community of Bristol and South Gloucestershire. We aim to deliver excellent clinical outcomes and a great experience for everyone who uses our services: exceptional healthcare, personally delivered. We treat some of the most difficult medical conditions, in an increasingly complex patient population.



Our vision is to realise the great potential of our organisation by empowering our skilled and caring staff to deliver high-quality, financially sustainable services in state-of-the-art facilities. Clinical outcomes will be excellent and with a spirit of openness and candour we will ensure an outstanding experience for our patients.

Our hospitals



- Southmead Hospital Bristol
- Cossham Hospital
- Bristol Centre for Enablement
- Frenchay – Brain Injury Rehabilitation Unit

Our vision, mission, and values

NBT Cares is the focal point for our new Values. Cares stands for Caring, Ambitious, Respectful and Supportive

- Caring – because it underpins everything we do for our patients and the way we care for one another.
- Ambitious – because it signals that we always want to improve what we do on behalf of our patients and one another.
- Respectful – because every individual has an important role to play.
- Supportive – because we're a team and deliver together.

Our values:



Our Trust Strategy:

Our new Trust strategy launched in February 2023, and Patient First is the approach we are adopting to implement this strategy. The fundamental principles of the Patient First approach are to:2023 Trust Strategy. The Patient First approach is about what we do and how we do it and for it to be a success, we need you to join us on the journey.

- have a clear strategy that is easy to understand at all levels of NBT.
- reduce our improvement expectation at NBT to a small number of critical priorities.
- develop our leaders to know, run and improve their business.
- become a Trust where everybody contributes to delivering improvements for our patients.



Where are we now?

As evidenced by our response to the Covid-19 pandemic we, as a nation, have never been more-proud of the NHS. This pride is very much felt here at NBT, not only in our services but in the high standards of care provided and the staff who deliver them. We launch this Quality Strategy after a period of sustained and widespread improvement. This was highlighted in 2019 when we achieved an overall 'Good' rating from the Care Quality Commission, we were also rated as 'Outstanding' in the Caring and Well Led domains. All our clinical core services are rated as 'Good' with End-of-Life Care rated as 'Outstanding.'

Ratings for the whole trust					
Safe	Effective	Caring	Responsive	Well-led	Overall
Good ▲ Sept 2019	Good ▲ Sept 2019	Outstanding ▲ Sept 2019	Requires improvement ◆◆ Sept 2019	Outstanding ▲ Sept 2019	Good ▲ Sept 2019

The rating for well-led is based on our inspection at trust level, taking into account what we found in individual services. Ratings for other key questions are from combining ratings for services and using our professional judgement.

Our culture of continuous improvement has led to many examples of excellent services and teams and recognition of these are given in many ways, the most prominent of which is our annual Exceptional Healthcare Awards. We will continue to build on our philosophy of sustained improvement and continue to demonstrate high quality, safe care with excellent patient outcomes and feedback. Continuous improvement will be underpinned by an open and fair safety culture in which everyone is comfortable with speaking up when things are not right, learns when things do not go to plan and from practice that results in excellence. Our learning will be strengthened by working in partnership with patients, carer givers and families to reduce any future harm.

Education, training, and development

As a responsible employer we care deeply for the people who work here and are committed to ensuring we have a highly skilled and motivated workforce. Not only is this the right thing to do, but it is also fundamental to our success. We will continue to embrace our responsibility for developing the workforce of the future in collaboration with other local care providers, the Universities and Health Education England. We want this to be the start of an ongoing conversation with our workforce and we will:

- Continue our roles in undergraduate and postgraduate training of health care professionals, providing high quality clinical placements and excellent teaching facilities.
- Work with others to establish new roles that increase the opportunities people have, to join the health workforce and make maximum use of available skills.
- Expand our excellent apprenticeship programmes.
- Support and promote the continuous development of all our staff so that each can maximise their potential.

Continuous improvement

We cannot predict all the changes required of our services in the years ahead and so we must continue to invest in the capability of our people to enable them to address new challenges as they arise. We must create an organisation that is agile in responding to new challenges.

We are proud of our culture which encourages our workforce to continually improve and expect to continuously innovate what we do in the years ahead. Effective working in complex teams is a core reason for our recent successes at NBT. We will continue to develop team working capabilities using our award winning Perform methodology.

We intend that this will be embedded in every part of our organisation. We will develop high levels of capability by using data to identify challenges that require action and to support effective change. We will bring together the change management expertise in the Trust to maximise the transformation resource available to our services.

The capability in the Programme Management Office and the Quality Improvement team will be continuously reviewed to ensure that we have the correct mix of skills for delivering the improvements we need.

Research & Digital Transformation

We are a well-established research centre with a multidisciplinary infrastructure that supports a broad range of clinical research. Working collaboratively with care providers across the geographical areas, we seek to ensure that everyone we meet has equal access to research, conscious of inclusivity, minimising environmental impact, developed, and delivered by a highly skilled, committed workforce. Delivering excellent clinical research is important for us as it supports improving patient outcomes as well as attracting and retaining talented staff. We will continue to:

- Increase our capability to deliver research that is important to, and prioritised by, patients.
- Continue to be a key contributing member of Bristol Health Partners and the West of England Clinical Research Network to enhance our combined strengths.
- Ensure access to cutting-edge treatments with appropriate safeguards that improve patient outcomes.
- Provide support and expertise for clinicians who wish to develop their own research.

Improve patient safety and care by rapidly adopting evidence-based research outcomes Innovation and technology in the future the adoption of technology and digital solutions will be fundamental to our transformation. The road to embracing digital since has seen us:

- Remove digital friction, implement enabling technologies, ensure technology is aligned to roles, and enable high quality data at the point of care.
- Digitise patient interactions, and the automation of related processes, enabling the sharing our data across the system.
- Reflect our growing wealth of data back to decision-makers at all levels of the Trust through self-serve Business Intelligence.

A huge amount has been delivered, notably the launch of CareFlow Connect & Vitals in 2020, and a CareFlow Patient Administration System in July 2022 – all which support a new electronic patient record for NBT. With the Trust recently approving a 2-year extension of this strategy, the immediate future is likely to be as momentous as we launch a joint single digital maternity system with University Hospitals Bristol & Weston Foundation Trust (UHBW), and also introduce CareFlow Medicines Management which will bring many safety benefits through electronic prescribing.

This transformation is enabled by the Trust's IT Division, but clinically led – in particular, through NBT's four senior informatics officers. This ensures that clinicians both understand and embrace digital innovation, whilst ensuring it's informed and driven by the needs of staff and patients with a focus on standardisation, integration, and interoperability.

Longer term, our digital transformation will be defined through Bristol's two acute Trusts working to a single vision – an 'Acute Provider Collaborative' - led by the Joint Chief Digital Information Officer for both NBT and UHBW.

Employer of choice

There is no part of society that the NHS does not reach, and we should never underestimate the responsibility we have to the people we serve and care for. At the same time, we are nothing without the people who work for us. Without the vast array of skills and capabilities of our staff we would not be able to provide the very personal care we do or achieve the bold ambitions we have set out in our strategy. We can only be successful by continuing to employ talented people with a commitment to providing excellent care. We need to recognise that

working in a busy hospital can be tough and the wellbeing of the people who work here can be challenged. If we want our staff to feel healthy, happy, and well, we need to be totally committed to creating an environment for work that allows our people to thrive and deliver their very best for our patients.

As a large and established employer, we seek to provide a great place to work. To achieve that it is important we recognise that people are leading increasingly busy lifestyles with many conflicting demands. People want to work more flexibly and the idea of a set working base with set working patterns is increasingly outdated.

We will continue to work with our staff to ensure an appropriate balance between flexibility in employment options and the need to provide 24/7 services. We strive to support our staff to make working at NBT fit well with their lives, be that by:

- Providing onsite childcare services
- A comprehensive travel to work offer
- Onsite facilities for staff including catering and fitness classes.
- Hospital Arts and Sustainability programmes

Our ambition is to become a truly inclusive Trust, where people feel a sense of belonging and identity. To achieve this, we have adopted an approach called Valuing You through which we will create equality of opportunity for all. We will provide a broad training and development offer for all our staff, so they are supported in their continuous development. Our comprehensive health and wellbeing offer is key by supporting our staff to be fit and healthy themselves, so we can provide better care for our patients. We recognise the pressure inherent in providing health care and we will continue to improve the support we provide for our staff's health and wellbeing, building on the programmes we have already established.

As a new consultant within NBT will ensure that you receive a comprehensive induction and onboarding programme which will include access to a mentor, and our New Consultant Programme, where we will give you the opportunity to network with other consultants who are new to the Trust, meet and develop key working relationships with members of the Office of the Medical Director as well as other Executive members.



In addition, we offer all our consultants a generous study leave package comprising of up to 30 days over three years and up to £1000 per year study leave budget.

Job Description

Job Title: Consultant Cellular Pathologist (One post), substantive

Pay Scale: Medical and Dental Consultant

No of PAs: 10

Responsible to: Specialty Lead

Professionally accountable to: Clinical Director

Base/Department: Southmead Hospital

Locations: Southmead Hospital however the post-holder may be required to work at other locations where the department conducts its activities.

All Consultants Cellular Pathologists in addition to their contract with their employing organisation have an honorary contract in the other Bristol Trust enabling them to work there as required.

Job Plan: An indicative job plan is contained below.

Summary of the role:

This is a replacement post. It is expected that the appointee will have an established or a developing interest in Gynaecological Pathology, including Cervical Screening, and leading a regional centre of excellence in cervical pathology. For candidates wishing to also report in other specialties, interest in non-Gynae cytology would be highly desirable.

As a department we support flexible working, including working from home via digital pathology. Any consultant who is unable for personal reasons to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with consultant colleagues.

The Department:

Severn Pathology lies at the heart of patient care. Severn Pathology's mission is to provide a best in class, high quality, innovative, value for money pathology service that serves the needs of the healthcare market in the Southwest region and beyond. In doing so, we strive to put pathology at

the heart of a modern patient pathway, serving an increasingly diverse market. The combination of general pathology services with a thriving Genomics Laboratory Hub on site ensures continued development of state-of-the-art pathology services into the future.

The current purpose-built pathology building on the Southmead Hospital site provides a single Cellular Pathology service for the Bristol, North Somerset, and South Gloucestershire (BNSSG) area serving all NHS hospital services in Bristol and Weston and specialist services to a number of other local Trusts and other local organisations. The service provides an Essential Services Laboratory and Paediatric / Perinatal mortuary located on UHBW premises.

The department has accreditation by UKAS to ISO15189:2012.

The nature of the work of Bristol Cellular Pathology Service reflects the clinical services in Bristol with both NBT and UHBristol providing secondary care and extensive tertiary and specialist services. Bristol Cellular Pathology Service provides much of the specialist cancer work for the Somerset, Wiltshire, Avon, and Gloucestershire (SWAG) Cancer Alliance and therefore a wide range of resections for cancer work are performed in the hospitals. Cases are referred to the Network MDMs requiring review of their pathology.

A dedicated team of consultant paediatric and perinatal pathologists support the Bristol Children's Hospital which provides paediatric services for the South West England. Our renal pathologists support specialist renal services for both adults and children including transplants. The Bristol Dental Hospital is a tertiary referral centre for oral medicine, paediatrics and restorative services and is supported by specialist oral pathologists.

A Laboratory Information and Management System (Clinisys Winpath Enterprise) went live across Pathology in October 2016.

The department has recently implemented a digital pathology solution as part of a pathology network initiative and has commenced the roll-out of this technology for Histopathology reporting and for other applications. This will provide opportunities to undertake some work remotely.

We have implemented specialist reporting and the consultants are members of one to three specialist teams working to common standards. Several consultants will support referral practices.

The service monitors its performance using the RCPATH KPIs and strives to achieve a satisfactory level of service as measured by these and other criteria.

Multiple cancer and non-cancer MDTs are held across the city and the successful candidate will be expected to participate in the MDT(s) relevant to their special interest area.

Cervical Cytology

The Department is one of eight remaining Cervical Cytology Laboratories, providing a service for the south west area. As a Department Southmead has been at the forefront of developments within this sphere and is currently participating in self-testing and digital reporting pilot studies.

The department also hosts the South West Regional Cytology Training Centre

For a summary of annual departmental workload please refer Appendix A.

Colposcopic Pathology

The department receives a significant workload from colposcopy clinics based in St Michaels Hospital (UHBW) and at Southmead Hospital. The team consists of five pathologists of whom two participate in monthly CIN meetings at either site.

Gynaecological Pathology

Gynaecology services in Bristol are provided by both acute hospital Trusts with a significant amount of specialist oncological surgery taking place at St Michael's Hospital. The current team comprises four consultants three of whom currently support the weekly Network MDT. With potential reconfiguration of gynaecological services in the region and establishment of an extended abnormally invasive placenta service in NBT, gynaecological workload is anticipated to increase, and an additional specialist gynaecological pathologist is hoped to provide resilience and future proofing.

Breast Pathology:

The team of four specialist breast pathologists support the breast cancer care service at NBT which is one of largest in the country. It also hosts the Avon Breast Screening Centre that provides screening services for Bristol and surrounding districts. On average more than 1000 new breast cancers are diagnosed at NBT. Please see Appendix A for breast-specific workload. There is a weekly breast MDT on Thursday from 8.00am to 1.00 pm where all pre- and post-operative cases are discussed.

Team structure:

Please refer Appendices B & C.

Communications and Relationships:

The post holder will be expected to have excellent communication skills, both written and verbal, to enable effective communication about medical topics with patients and colleagues. The post holder will be empathetic and sensitive to patients needs and able to explain things clearly – particularly complex or sensitive information. The post holder will be required to work in partnership with colleagues of all disciplines, external links to the Trust and service users, to ensure the creation of a quality service. The post holder will be expected to commit to shared goals in the department by building effective teams and partnerships and valuing the roles and contributions of others.

Key working relationships:

Internal: Colleagues within own Specialty teams; other Consultant Histopathologists; Specialist Trainees, Medical Secretaries and Audit Clerks; Laboratory staff and managers.

External: Members of clinical teams submitting work to Specialty; MDT coordinators and other team members.

Responsibility for Patient Care:

The post holder will have continuing responsibility for the care of patients in his or her charge and for the proper functioning of the service and will undertake the administrative duties associated with the care of patients and the running of the clinical department. The post holder will be required to work in partnership with colleagues of all disciplines, external links to the Trust and service users, to ensure the creation of a quality service.

You will join the team of Consultants Cellular Pathologists making up the Cellular Pathology Service. As such, you will be expected to,

- To participate in the strategic development of Severn Pathology, in line with the business aspirations of NBT.
- To work with the Clinical Lead for the service on the continued development of cellular pathology services embracing the clinical and operational requirements including meeting KPIs and other quality standards and ensuring maintenance of ISO accreditation.
- Represent the department at all appropriate clinical forums necessary to deliver optimum clinical effect.

There is a well-established system of specialist reporting, and you will be expected to be part of no more than three specialist teams to complement the needs of the service.

More specifically as part of your direct clinical care (DCC) you will: -

- Work to the standards set by the Bristol Cellular Pathology Service described in its policies, its protocols, and procedures
- Cutup and report specimens as required within your areas of specialist practice
- Contribute to the running of the MDMs and CPCs as appropriate to your areas of practise
- Cover for colleagues' annual leave and other authorised absences

The Trust supports fully the concepts of CPD, clinical audit and EQA and time for undertaking such activities is included in job plans. Therefore, in addition to the direct provision of the diagnostic service the following are other activities in which you will be expected to participate: -

- To take part in continuing professional development and to join the RCPATH CPD scheme
- To audit aspects of your work and to produce or contribute to at least one audit per year relevant to your areas of work
- To participate in EQA schemes and proficiency testing relevant to your areas of practice
- To use your study and professional leave allowance of 30 days over 3 years to attend relevant professional and educational meetings
- To develop and maintain a portfolio of evidence to support GMC revalidation
- To undergo an annual appraisal carried out in accordance with the Trust policy.
- To contribute to the training and supervision of junior medical staff sharing these responsibilities with your consultant colleagues

The post holders will be provided with sole-use office accommodation with appropriate facilities including microscopes, the computers and email access to support both management and clinical functions. Specific requirements may be subject to further negotiation and agreement, however will necessarily involve IM&T tools and appropriate levels of secretarial support. Office accommodation with similar facilities will also be provided at the other site to enable them to carry out their duties although this may not necessarily be space for sole use.

Post-mortems

Adult post-mortems are not performed on hospital premises in Bristol. Any hospital post-mortems requested at UH Bristol are performed at a purpose-built mortuary operated by Bristol City Council.

Paediatric and perinatal post-mortems are performed by dedicated perinatal pathologists at St Michael's Hospital.

Consultants may come to an agreement with HM coroner regarding participation in autopsy work. Some of the current post holders participate in coronial autopsy work. Agreement on time-shifting to enable this work should be reached through the job planning process

Responsibility for financial / physical resources and policies:

The post holder will be expected to adhere to Trust policy and procedures as well as contributing to policy and service development. The post holder should have enough understanding of NHS financial management to provide the best service possible. They will minimise waste, improve services, and promote effective use of resources available.

The Post holder should understand the roles and policies of local and where relevant national agencies involved in healthcare.

Responsibility for People Management:

The Post Holder will be expected to provide compassionate leadership to their clinical teams. This may include multi-agency teams within Primary and Secondary Care. They will be responsible for the supervision of junior staff within their team and will lead by example and with compassion.

Teaching and Supervision of Junior Medical Staff & Students:

We aim to support the development of all our doctors, whilst maintain an environment where patient and staff safety is paramount. A key element of that is ensuring high quality clinical and educational supervision. The postholder will be responsible for the professional supervision and management of junior medical staff. Where appropriate, the postholder will be named in the educational contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers. Time will be allocated within job plans to support this activity.

The Cellular Pathology department at NBT has been approved for Higher Specialist Training by the Royal College of Pathologists.

In liaison with the Director of Postgraduate Medical Education the post holders may be required to contribute to undergraduate and postgraduate training. As a department, we are actively supporting advanced biomedical scientists training in cervical cytology and histology; it is anticipated that the successful applicant will further develop this training pathway.

Research and Development:

At NBT we have a well-established Quality Improvement programme and the post holder will contribute to this. There are also opportunities for clinical audits both locally and nationally the post holder will support more junior staff with this activity.

The post holders will not necessarily be expected to undertake research however opportunities do exist, and encouragement is given to develop collaborative projects with other departments within the Trust or with the University of Bristol and the University of the West of England.

Partnership working:

The post holder will be required to work in partnership with colleagues of all disciplines, external stakeholders, and service users, to ensure the creation of a quality service. They will commit to shared goals in the department by building effective teams, valuing the roles and contribution of others.

Equality and Diversity:

At NBT our culture is one of true inclusivity and aims to positively eliminate discrimination by promoting a diverse and inclusive culture. As a minimum the post holder will ensure that their own actions support diversity and equality and they will comply with policies, accept differences, and treat all with dignity and respect.

Personal Development:

At NBT we are committed to supporting all staff with their personal and career development and developing our aspiring leaders. Access to relevant study leave will be available, subject to discussion and agreement of the department clinical lead.

Main conditions of service:

This appointment is subject to the terms and conditions – Consultants (2003) and any current amendments. The post holder will be expected to be aware and comply of local policies and procedures as well as comply with all Trust standing orders and standing financial instructions. All offers of employment are subject to pre-employment clearances.

Job Plan:

A formal job plan will be reviewed between the Post Holder and Specialty Lead within three months after commencement in post. The exact timetable will be flexible, arranged in discussion with the Specialty Lead.

The job plan will be reviewed prospectively and at least annually. This will be a positive agreement that sets out a consultant's duties, responsibilities, and objectives for the coming year. An indicative job plan is included in this document:

Pre-interview visits:

Prospective candidates are encouraged to visit the Trust and meet members of the management team prior to interview (subject to Covid restrictions). Appointments can be made for a visit at any point prior to the date of interview.

To arrange a visit or for an informal discussion about the role, please contact Dr Timothy Bates (Departmental Clinical Lead) or Dr Karin Denton (Specialty Lead, Cytology Clinical Lead) at 0117 4149890.

Draft job plan – Consultant in Histopathology

(to be confirmed and agreed with post holder within three months after commencement)

Day	Time	Location	Work	Categorisation	No. of PAs
MONDAY	8.00 – 12.00		Cut up and reporting	DCC	1
	12.00 – 12.30		lunch		
	12.30 – 3.30		Cut up and reporting	DCC	0.75
	3.30 – 5.30		reporting	SPA	0.5
TUESDAY	9.00 – 12.00		Cut up and reporting	DCC	0.75
	12.00 – 12.30		lunch		
	12.30 – 3.30		Cut-up and reporting	DCC	0.75
	3.30 – 5.30		Audit/CPD	SPA	0.5
WEDNESDAY	8.00 – 12.00		Reporting MDT prep	DCC	1
	12.00 – 12.30		lunch		
	12.30 – 4.30		Reporting and MDT	DCC	1
THURSDAY	8.00 – 12.00		Reporting MDT prep	DCC	1
	12.00 – 12.30		lunch		
	12.30 – 2.30		Reporting	DCC	0.5
	2.30 – 4.30		Audit/CPD	SPA	0.5
FRIDAY	9.00 - 1200		Cut and reporting	DCC	0.75
	12.00 – 12.30		lunch		
	12.30 – 4.30		Cut up and reporting	DCC	1
SATURDAY					
SUNDAY					
Predictable emergency on call work				Direct Clinical Care	
Unpredictable emergency on call work (Max per week until 31 March)	Variable			Direct Clinical Care	
Total PAs					10

Programmed activity	Number
Direct clinical care (including unpredictable on-call)	8.5
Supporting professional activities	1.5
Other NHS responsibilities (to be discussed with Clinical Director)	

External duties (to be discussed with Clinical Director)	
Total Programmed Activities	10

On Call Availability Supplement Rota Frequency (Schedule 16, para 5) the number of consultants on rota)		
Frequency of Rota Commitment	Value of supplement as a % of WT basic salary (Please tick appropriate box)	
	Category A	Category B
High Frequency: 1:1 to 1:4	8.0%	3.0%
Medium Frequency: 1:5 to 1: 18	5.0%	2.0%
Low Frequency: 1:9 or less	3.0%	1.0%

NOTE
This is a proposed job plan. Only those times that need to be fixed, such as the start and usual finish times of clinics are detailed. All other times must be discussed with the appointee. The timetable will be reviewed after the appointee has been in post for three months. It must therefore be regarded as a temporary work programme only

PERSON SPECIFICATION

Assessment at Shortlisting stage			
Category	Essential	Desirable	Scoring Matrix
<u>Qualifications And Registration</u>	<p>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)</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 or equivalent 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>FRCPath or show evidence of equivalent qualification</p>	<p>Higher academic qualification (e.g., MD or PhD)</p> <p>Management qualification</p> <p>NHS CSP approved qualification in cervical cytology including CHCCT or equivalent, or commitment to pass the CHCCT exam.</p>	Qualifications
<u>Training And Experience</u>	<p>Knowledge of the NHS Healthcare system and of Cellular Pathology service redesign processes</p> <p>Sub-specialty interest in Breast Pathology</p>	<p>Recent experience and familiarity of UK hospital systems and practices (or equivalent).</p> <p>Sub-specialty interest in Gynae Pathology</p>	Experience
<u>Further Training, Management, Audit</u>	<p>Evidence of participation in Clinical Audit projects.</p> <p>Awareness of the requirements of clinical governance and experience in merging processes to single system demands</p>	<p>Completion of a general management course or programme.</p>	Knowledge
<u>Research, Teaching, Publications</u>	<p>Commitment to undertake teaching and training of medical and dental undergraduates and postgraduates</p> <p>Demonstrable research experience. Published research and peer review publications</p>	<p>Published research and peer review publications</p> <p>Experience in the teaching of undergraduates and clinical trainees</p> <p>Ability to teach effectively</p> <p>Willingness to lead medical staff and biomedical scientists in research activities</p>	Skills
<u>Leadership and Teamwork</u>	<p>Proven ability to build and maintain effective teams</p> <p>Have a positive attitude towards members of the wider healthcare team</p> <p>Evidence of good organizational and compassionate leadership skills</p> <p>Evidence of positive development and change management</p> <p>An understanding of positive leadership in the context of healthcare</p>	<p>Evidence of attendance at a healthcare management course</p>	Other
<u>Communication skills</u>	<p>Is empathetic and sensitive to the needs of others including patients and colleagues.</p>		

	<p>An ability to explain complex and sensitive information, sometimes under stressful circumstances to others.</p> <p>Must be able to influence and persuade effectively.</p> <p>Must have excellent written and verbal communication skills in order to write and present management reports as required.</p>		
<u>Other</u>	Must hold the appropriate Home Office work / residence status in order to provide work in the UK.		

Assessment at Interview stage

Further Training, Management, Audit	<p>Evidence of thorough and broad training and experience in histopathology and cytopathology</p> <p>Subspecialty interest in Breast Pathology and Gynaecological Pathology</p> <p>Willingness to develop a special interest in one or more areas of practice</p>	Recent experience and familiarity of UK hospital systems and practices (or equivalent)
Knowledge and skills	<p>Evidence of self-directed learning in developing and maintaining professional skills</p> <p>Knowledge of evidence-based practice</p> <p>Evidence of performing and contributing to clinical audit projects</p> <p>Understanding of the role of management in running pathology services</p> <p>Understanding of how teams work</p> <p>Evidence of working constructively with consultant colleagues in pathology</p>	Completion of a general management course or programme.
Research, Teaching, Publications	<p>Commitment to undertake teaching and training of medical and dental undergraduates and postgraduates</p> <p>Demonstrable research experience.</p>	<p>Experience in the teaching of undergraduates and clinical trainees</p> <p>Ability to teach effectively</p> <p>Willingness to assist medical staff and biomedical scientists in research activities. Published research and peer review publications</p>
Personal Requirements (e.g., Communication, Leadership, Skills, Flexibility)	<p>Ability to communicate effectively with clinical colleagues, colleagues in pathology and support staff</p> <p>Good knowledge of, and ability to use, both spoken and written English</p> <p>Ability to present effectively to an audience, using a variety of methods, and to respond to questions and queries</p>	
Any other General Requirements	Ability to fulfil all the duties of the post, including on-call commitments.	

Appendix A: Annual workload in Cellular Pathology

Departmental workload:

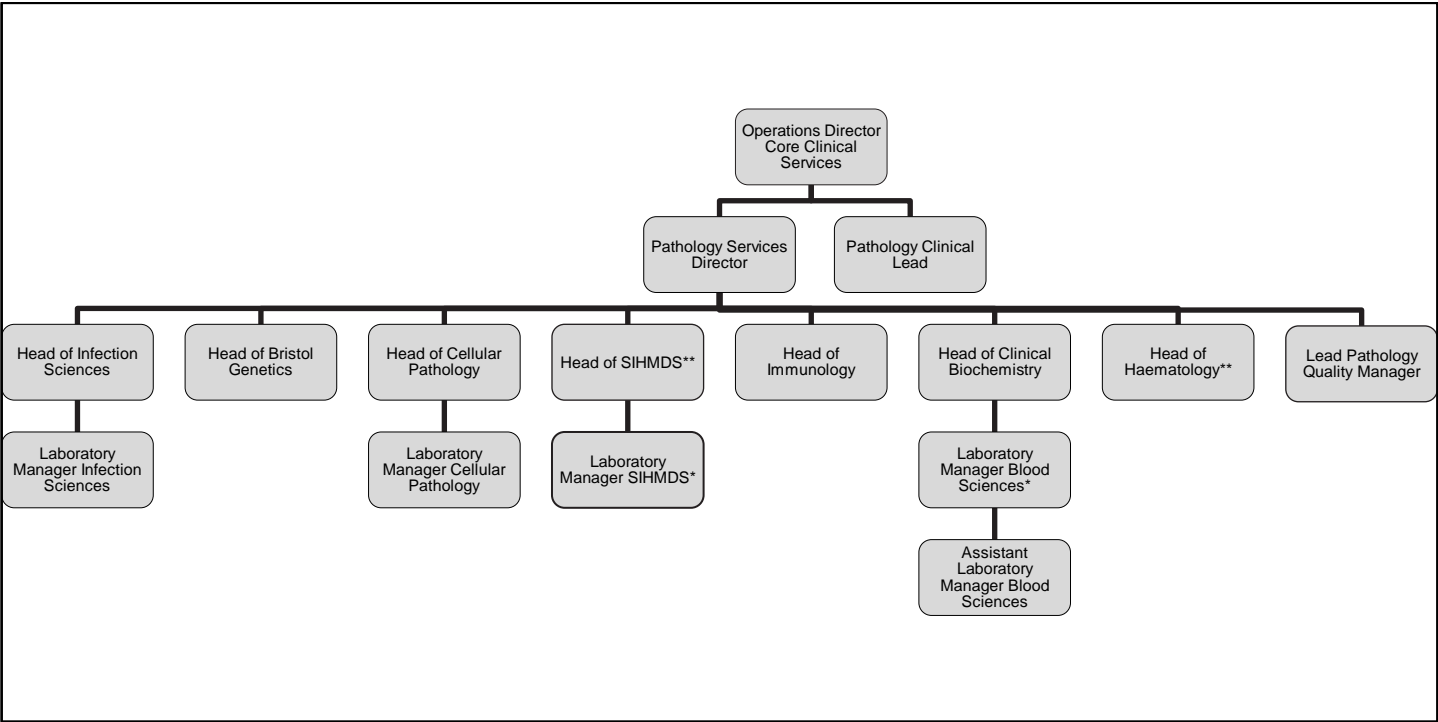
The following table gives the current workload in cellular pathology for the 2023.

Histology requests	68,735
Histology specimens	115,688
Cytology (non-gynae)	3967
Cervical Screening	320,000
Hospital adult post-mortems	0
Paediatric and Perinatal autopsies	195
Clinics with rapid FNA diagnosis	2 per week

Speciality Workload (Requests):

Gynaecological Pathology	8,100 Requests
Colposcopic Pathology	2,700 Requests

Appendix B: Management Structure Severn Pathology



Appendix C. Staffing in Cellular Pathology

Consultant Staffing

Name	FT/PT	Areas of sub speciality interest
Elizabeth Aliaga	FT	Gynaecological pathology including Colposcopic pathology
Kavita Amarasinghe	6 PAs	Cytopathology, Endocrine pathology, Colposcopic pathology
Balal Arif	FT	Specialty Doctor, GI Pathology
Andrew Bamber	1 PA	Paediatric and Perinatal pathology
Nahida Banu	FT	Urological pathology, non-gynae cytopathology
Timothy Bates ¹	FT	Oral and Maxillofacial pathology (including ENT pathology, H&N Non-gynae cytopathology)
Monika Beauchamp	6 PAs	Gastrointestinal Pathology
Sophie Beavers	FT	Gastrointestinal Pathology and Endocrine pathology
Nidhi Bhatt	FT	Thoracic pathology, Dermatopathology
Helen Burrell	FT	Consultant Biomedical Scientist in Cervical Cytology
Naomi Carson	FT	Dermatopathology, Soft Tissue Pathology
Anastasios Chatzitoli	FT	Renal pathology, Urological pathology
Richard Daly	FT	Thoracic pathology, Gynaecological pathology
Karin Denton	FT	Cytopathology, Colposcopic pathology
Eva Halloran	FT	Consultant Biomedical Scientist in Cervical Cytology
Mina Jafari	FT	Specialty Doctor, Gynae Pathology
Mohammed Khan	FT	Breast pathology, Renal pathology
Francesca Maggiani ²	6 PAs	Soft tissue pathology, Gynaecological pathology
Jon Oxley	FT	Urological pathology, Dermatopathology
Joya Pawade	FT	Haematopathology, Gynaecological pathology
Jon Potts	8 PAs	Thoracic pathology, Dermatopathology
Demetris Poyiatzis	FT	Breast pathology, Soft Tissue pathology and Dermatopathology
Miranda Pring ²	2 PAs	Oral and Maxillofacial pathology (including ENT pathology, H&N Non-gynae cytopathology)
Max Ramia de Cap	FT	Haematopathology
Poonam Singh	FT	Consultant BMS in Gynae Histopathology
Muhammed Sohail ²	9 PAs	Breast pathology, non-gynae cytopathology, Urological pathology (specifically germ cell tumours)
Connie Szecei	FT	Urological pathology, Gynaecological pathology
Judit Sutak	6 PAs	Renal pathology, Urological pathology
Nicole Villeneuve	FT	Consultant Biomedical Scientist in Cervical Cytology
Newton Wong	FT	Gastrointestinal pathology
Yve Zhang	FT	Dermatopathology, Haematopathology
Robert Pell	FT	Urological pathology
Vacant	FT	Gastrointestinal pathology x 3

Vacant	FT	Gynae/Breast Pathology – This post
Vacant	FT	Paediatric and Perinatal pathology x 3

Notes

1. Dr Tim Bates is the Clinical Lead for the service
2. Drs Mohammed Sohail, Miranda Pring and Francesca Maggiani are Consultant Senior Lecturers at the University of Bristol

Scientist staffing

Saima Rasib	FT	Laboratory Manager
Mark Orrell	FT	Operations Manager

	WTE
BMS Band 8	7.40
BMS Band 7	19.20
BMS Band 6	17.60
BMS Band 5	18.80

Technical, Admin and Clerical staffing

	WTE
MLA (Bands 2 – 4)	58.40
Cytoscreeners	4.00
MTO	5.70
Admin and Clerical	18.50

Numbers and Grades of Junior Medical Staff

Cellular Pathology has been approved for Higher Specialist Training by the Royal College of Pathologists both for general training and for training in Oral and Maxillofacial pathology and Paediatric/Perinatal Pathology. There is an active training programme with the following table showing the number of training posts.

Trainee cellular pathologists	
St1s	6
StRs (general)	5
St3-5 (Paediatric and Perinatal Pathology)	1
St3-5 (Neuropathology)	1

The trainees on general histopathology training rotate to various training centres in the training region including Weston, Bath, Cheltenham, Swindon, and Taunton. All the regional trainees come to Bristol for paediatric pathology, perinatal pathology, neuropathology, and lung pathology training.

Bristol is part of the South West Histopathology Training School. This runs a dispersed model with a capacity of eight ST1 trainees. Four of these training posts are in Bristol with the others based in Plymouth and Exeter.

For the last five years Bristol has organised the national block teaching week for all the ST1 trainees of England and Wales.

BMS's currently supported for Advanced specialist Diploma

Cervical Histology	2
Cervical Cytology	2
Diagnostic cytology	1
Dermatopathology	1

Appendix D: List of MDMs and CPCs

Details of Multidisciplinary team meetings and Clinical Pathology Conferences		
Day and time	UH Bristol & Weston	NBT
Monday am	<ul style="list-style-type: none"> Tumour Board (Paediatrics) MDM. 12.30pm to 1.30 pm weekly at the Children's Hospital 	<ul style="list-style-type: none"> Skin Cancer Network MDM, 8am to 9:30am Plymouth CIN CPC 12-1 by video link RUH Haematology MDM 11am to 12 noon by video link
Monday pm	<ul style="list-style-type: none"> Gynae CIN CPC, 12pm to 2pm at St Michaels, monthly Lung surgical MDM, 2 to 2:30pm at BRI attended via video link 	<ul style="list-style-type: none"> Thyroid CPC, 12.15pm to 1.45pm in Southmead
Tuesday am	<ul style="list-style-type: none"> Skin cancer MDM, 11:30am to 1.00pm in the BRI 	<ul style="list-style-type: none"> Lower GI MDM, 8.30am to 10.30am Sarcoma MDM, 8.45am to 10am
Tuesday pm	<ul style="list-style-type: none"> Head and Neck MDM, 1.30pm to 3.30pm at BRI 	
Wednesday am	<ul style="list-style-type: none"> Gynae MDM, 8.30am to 12.30pm at St Michaels Weston Urology MDT 9.30am-10am attended via telelink 	<ul style="list-style-type: none"> Interstitial lung disease CPC, 10.30am to 11.15am Lung Cancer MDM and Regional Mesothelioma MDM, 11.15am to 1pm Gynae CIN CPC, 12pm to 2pm, monthly
Wednesday pm	<ul style="list-style-type: none"> Paediatric Gastroenterology CPC, 1 pm to 2 pm in the Children's Hospital (Fortnightly) Perinatal Mortality CPC, 2.30pm to 4.30pm, monthly on 3rd Wednesday of the month Paediatric Dysmorphology, monthly, 1st Wednesday of the month 	<ul style="list-style-type: none"> Urology local MDM, 1 to 2pm Urology Network MDM, 3pm to 5pm
Thursday am	<ul style="list-style-type: none"> Unknown primary MDT, UHBristol, 08:30-09:30 Haematological MDM 8.30am – 1pm covering, 8.30am to 10am: Lymphoma 10am to 11am: Myeloma 11am to 1pm: Leukaemia Paediatric Haematology MDM, 10am to 11am in the Children's Hospital. Monthly, 2nd Thursday of the month Surgical MDM, 12.30 to 1.30 pm, monthly, 4th Thursday of month in the Children's Hospital. 	<ul style="list-style-type: none"> Breast MDT, 8.30am to 1pm Haematological MDM 8.30am – 11am via video link (part of UHB meeting) Swindon Urology MDT 8.30am to 10am attended via telelink.
Thursday pm	<ul style="list-style-type: none"> Endoscopy CPC, 1.30pm to 2.30pm Dermatopathology CPC, 2pm to 3pm at the BRI, every other week 	

	<ul style="list-style-type: none"> • Dermatopathology Combined Clinic, 3pm to 5pm at the BRI 	
Friday am	<ul style="list-style-type: none"> • Testicular MDM, 8.30am to 9.30am at the BRI • Lung cancer MDM, 11.30am to 1pm at the BRI attended via video link • Network Upper GI MDM, 9am to 11.30am in the BRI • Neuroendocrine MDT, bimonthly 11:15 – 12:30 • Paediatric Surgical Mortality meeting CPC, Bi-monthly, 10.30am to 12.00 noon. BRI, King Edward room. 	<ul style="list-style-type: none"> • SIHMDS Diagnostic review meeting 9.30am to 10.30am every two weeks
Friday pm	<ul style="list-style-type: none"> • Urology - Testicular MDM, 9.30am to 11am at the BRI • Lower GI MDM, 1pm to 2pm in the BRI • Network Anal MDM, 1.30pm to 2pm in the BRI 	<ul style="list-style-type: none"> • GI Medical CPC, 1pm to 2pm at Southmead

A further nine colposcopy CPCs are scheduled as part of HPV primary screening implementation, mostly supported by consultant BMSs

Appendix E: Resources available

Facilities

A new purpose-built laboratory opened in April 2016.

As well as routine histological and cytological techniques, there is a wide repertoire of immunocytochemistry and immunofluorescence available.

Digital micro- and macro photography equipment including the supporting software has recently been purchased and installed in both laboratories. There is a facility to view slides in real time through a network link between both sites and the trust has recently obtained funding as part of a network-wide initiative to move towards a fully digital pathology system.

The diagnostic service is fully computerised with extensive databases. The department implemented a new LIMS, Clinisys Winpath Enterprise, in October 2016.

The laboratory maintains an excellent selection of up-to-date textbooks.

Secretarial Support/Office Accommodation

Within the department, you will be assigned an individual reporting room with a consultant grade microscope (with a teaching arm to allow teaching of pathology trainees to be carried out in the Consultant's office), and a personal computer linked to the Trust's IT system, internet, digital dictation, and e-mail facilities. Secretarial and administrative support, predominantly for general diagnostic work and for personal professional tasks (managerial, teaching, and administrative) is provided from our team of excellent medical secretaries.

Library Facilities

There are professionally staffed Medical Libraries in the Postgraduate Medical Centre at Southmead Hospital, with a rapid service between these and the University Library situated in the centre of Bristol city. A computer literature search facility is available, and the library has links with other networks across the country, thus ensuring a comprehensive and rapid service in response to information needs.

The Postgraduate Medical Centre has an active programme of clinical meetings, lectures, and symposia.

Academic Facilities

North Bristol NHS Trust currently has medical education facilities available on Southmead site. The Learning & Research Centre opened in December 2009 and has the following facilities: 130 seat lecture theatre, Library (24-hour access), Seminar Rooms, Resuscitation training rooms, IT training suite, Clinical Skills Laboratory, Manual handling training rooms and University of Bristol laboratories and office base.

Appendix F: Organisation information

Information about North Bristol NHS Trust

North Bristol NHS Trust is the largest Trust in the South West region and one of the largest trusts in the country. Last year the Trust treated over 100,000 inpatients, managed over 500,000 outpatient attendances, 90,000 emergency department patients and helped deliver over 6,000 babies. It employs more than 8,000 staff, has approximately 1,050 inpatient beds and an income in excess of £550 million.

The Trust provides Medical, Surgical, Neonatal, and Maternity Care for its local population of approximately a million people in Bristol, South Gloucestershire, and North Somerset. The Trust also provides regional services in Neurosciences, Orthopaedics, Pathology, Plastic Surgery and Burns, Renal Medicine and Transplant and Urology and is the Major Trauma Centre for the West Country.

The health service in Bristol, North Somerset and South Gloucestershire is being remodeled to concentrate on acute facilities and where appropriate to provide more care close to patient homes through a network of community hospitals and facilities. The Trust recently moved the majority of its acute services to the Brunel Building, regarded as one of the best hospital facilities in Europe, on the Southmead Hospital Site. At Southmead Hospital, we also have our excellent maternity and women's health services, the Bristol Breast Care Centre, and the Trust's Severn Pathology service.

As well as Southmead Hospital, the Trust also has Cossham Hospital, in Kingswood, that recently underwent a £19m refurbishment, the Bristol Centre for Enablement, at Cribbs Causeway (Bristol) and the Trust also runs children's community health services across Bristol and South Gloucestershire.

The Trust has University Teaching status and is associated with both the University of Bristol and the University of the West of England.

The organisation of North Bristol NHS Trust

The Board of North Bristol NHS Trust comprises of the chairman and chief executive, 6 non-executive directors, and directors of capital projects, finance, facilities, I M and T, organisation, people, and performance, as well as a director of operations, medical director, and director of nursing. For further information, refer to the trust website, www.nbt.nhs.uk

NBT has five Clinical Divisions.

- Medicine
- Musculoskeletal and Neurosciences
- Surgery
- Women's and Child Health
- Core Clinical services and Out-Patients

Pathology is part of the Core Clinical Services Division together with critical care, radiology, and pharmacy. The Clinical Director of the Core Clinical Services Division is currently vacant, and the Divisional Operations Manager is Ms Sarah Robinson. Within Pathology a unified management structure has been implemented (Appendix B).

Information about University Hospitals Bristol and Weston NHS Foundation Trust

University Hospitals Bristol and Weston NHS Foundation Trust was formed on 1 April 2020 following the merger of University Hospitals Bristol NHS Foundation Trust and Weston Area Health NHS Trust (UHBW). Bringing together a combined workforce of over 13,000 staff, the new Trust delivers over 100 different clinical services across 10 different sites serving a core population of more than 500,000 people.

The Trust structure is based on six autonomous Clinical Divisions:

- Medicine and Emergency Care

- Surgery and Head & Neck
- Women's and Children's Services
- Specialised Services
- Diagnostic and Therapy Services
- Weston

The Divisions are supported by a sixth Division, Trust Services, which comprises of a number of corporate functions including Finance, IM&T, and Human Resources.

A clinical Head of Division, supported by a Divisional Manager leads each Division.

Based in the heart of Bristol, the Trust is one of the largest employers in Bristol and provide a wide range of in-patient, outpatient, and day-care services to the local population within Bristol, as well as being the biggest specialist referral centre for the Southwest of England.

Within Bristol hospital and outpatient services are based over eight sites comprising: the Bristol Royal Infirmary, Bristol General Hospital, Bristol Eye Hospital, Homeopathic Hospital, Bristol Haematology and Oncology Centre, Bristol Dental Hospital, St Michael's Hospital and Bristol Royal Hospital for Children.

The Hospital has close links with both city Universities. The University of Bristol is the largest Medical School in Southwest England, with Bristol Royal Infirmary delivering the largest proportion of teaching to its Medical and Dental Students. The Trust Executive Group has bi-monthly meetings with its teaching and research partners.

The Trust is committed to increasing both clinical engagement and the involvement of staff and their representatives in key decisions. A Clinical Reference Group comprising senior clinicians and representatives of clinical professions including the Heads of Divisions is chaired jointly by the Medical Director and Chief Nurse/Director of Governance. The group works collaboratively with a range of committees and groups within the Trust, in order to ensure that there is strong clinical advice, leadership and engagement in all decision-making processes.

Pathology is part of the Diagnostic & Therapies Division, along with Radiology, Pharmacy, Medical Physics (incl. MEMO), Audiology, Neurophysiology, Physiotherapy, Occupational Therapy, Dietetics, Speech & Language therapy.

The Clinical Chair is Becky Maxwell, and the Divisional Director is Jenny Keeble.

University of Bristol Links

The University of Bristol Faculty of Medicine: <http://www.bris.ac.uk/fmd/>

The University of Bristol offers an exciting academic environment with centres of excellence in all of its faculties. It also has an ambitious programme for expansion and a well-established major "campaign for resources" to facilitate future developments. The University is in the city centre and the medical school and basic science departments are within walking distance of UHBristol.

Bristol is one of the few universities with schools of medicine, dentistry, and veterinary science, all in close proximity. The Medical School has an intake of 250 students each year for its undergraduate medical course following recent expansion. The Dental School has also recently expanded and now has an intake of 75 undergraduate students per year.

The faculty's research philosophy is to undertake internationally recognised basic and applied medical and health services within a setting in which patients are cared for in association with undergraduate teaching and postgraduate training.