

Royal Cornwall Hospital



Job Description for Clinical Research Fellow (Haematology)



1. Job Details 156-MS-3881

Title:	Clinical Research Fellow (Haematology)
Reports to:	Specialty/Research Lead for Haematology Director Research & Development Head of Research & Development
Accountable to:	Department of Medical Education
Reporting Location:	The Medical Director Royal Cornwall Hospital and associated sites
Remuneration:	NHS National Pay Scales

The post is based within the out-patients haematology department working with the consultants and the established trials team, managing patients through early and late phase clinical trials across a broad range of haematological sub-specialties exploring the safety and efficacy of cutting-edge new therapies.

The post includes comprehensive training and support in all aspects of clinical research, including the practicalities of trial selection, screening, recruiting, informed consent, medical management of patients on interventional trials and event reporting (including GCP training).

There are opportunities to develop scientific writing and publishing skills, learn critical appraisal skills in evidence-based medicine and be involved in investigator initiator trial development. Opportunities to attend and present at national conferences will also be given. There will also be regular teaching on all aspects of haematology and opportunities to do your own teaching for medical students, other doctors, and allied professionals.

There is an expectation that the fellow will be involved with audit and quality improvement projects whilst developing a research project as well as working alongside the Director of Research, Head of Research & Development & Lead Research Nurse on Research studies outside of specialist areas (i.e. urgent public health research).

The post is designed to give a solid foundation in clinical research and desirable skills and experience transferrable for all future medical careers.

This will be the fourth year of running this fellowship. Our current clinical fellow may be able to give some more detailed feedback on the post on request.



2. Dimensions

The Royal Cornwall Hospitals NHS Trust

The Royal Cornwall Hospital is situated in the Cathedral city of Truro in the centre of the Cornish Peninsula. The surrounding countryside is renowned for its spectacular rural and coastal scenery. Cornwall is well known for its surfing beaches, coastal and inland sailing waters, and numerous equestrian opportunities. In addition, there are excellent opportunities for cycling, surfing, triathlon etc. The southwest coastal path is the longest in the country and provides ample opportunities for scenic coastal walk.

The strong heritage of Cornwall has been further enhanced with the opening of the Eden Project and the National Maritime Museum. Over recent years there has been an unprecedented growth in high quality restaurants and family orientated leisure facilities.

The main road links to the rest of the country have been further enhanced by major improvements to the A30. Local rail links to London include regular daytime and sleeper services, and there are regular daily flights to London from Newquay Airport, as well as to other national and international destinations.

The Royal Cornwall Hospitals NHS Trust (RCHT) is part of the Cornwall Healthcare Community, working in partnership with other local Trusts to deliver high quality healthcare services across the county. The Trust has close links to medical specialist services in the South West Peninsula and beyond. Serving a widespread local population, as well as thousands of visitors to Cornwall each year, poses a number of unique healthcare opportunities. The Cornwall Air Ambulance Trust provides a HEMS service to Cornwall and supports the Major Trauma Network of which RCHT is a major part.

The Trust delivers acute medical and surgical services to a population of approximately 430,000 and has a higher proportion of elderly people than the national average. The population more than doubles during the busy holiday periods.

The rural, coastal, outdoor lifestyle, without urban centres, and a population who are committed to the only acute hospital in Cornwall has enabled The Royal Cornwall Hospital to be relatively protected from the current pandemic. We focus upon professional satisfaction and personal well-being, and we are fortunate that our work and social environment provides the facilities to do so. RCHT comprises three main hospitals: The Royal Cornwall Hospital, Truro; West Cornwall Hospital, Penzance, and St. Michael's Hospital in Hayle.

Outpatient and other services are also provided at a large number of community-based NHS locations around the county and a number of corporate support services are located away from the main hospital sites.



Department of Medical Education

The RCHT Department of Medical Education consists of the following personnel with sessional time for education:

Dr. C. Williams	Director of Medical Education
Mrs. J. Gilbert	Senior Manager Medical Education
Dr. P Chellamuthu	Clinical Tutors

The department is based in the Postgraduate Centre. This is a busy, purpose-built education centre which opened in 1983 in the Treliske site. It is single storey, detached brick building with a tiered lecture seating 150, a projection room, two seminar rooms, conference room, suite of offices, storerooms, undergraduate administrator's office, skills station, dining room and a spacious fully equipped kitchen. The main users are doctors and dentists, but the accommodation is open to veterinary surgeons, nurses, Physiotherapists, Radiographers, and other disciplines within the NHS.

The accommodation is also available for hire by organisations outside the NHS. West Cornwall Hospital has a postgraduate facility with two large conference rooms, one of which also houses journals and library books. 13 The centre is staffed by the senior Manager Medical Education and there are four full time staff. Each College and Specialty has their own clinical tutors who work closely with the department of Medical Education.

There is a Teachers Group that is multi-professional, which meets every two months to develop generic teaching skills. The Department works closely with the Education and Training Department which offers excellent courses in management and IT skills and also with the Practice Development Department.

University of Exeter Medical School (UEMS): The first medical school in the South West was the Peninsula College of Medicine and Dentistry (PCMD), which first hosted students in Cornwall in 2004. In January 2012, the Universities of Exeter and Plymouth began the process of disaggregation of PCMD, with the subsequent development of two separate medical schools. RCHT hosts students and research from UEMS, with the first cohort of Year 3 students hosted in the academic year 2015-16. The partnership with a Russell Group university, ranked 8th in the 2015 Times Good University Guide, with the ambition to develop world class research, is a truly exciting relationship.

The innovative undergraduate curriculum, combining both the science and the art of medicine, is integrated from the outset, incorporating basic science and clinical teaching in community and secondary care settings, mainly in small groups, using enquiry-based learning. NHS (SIFT) funding supports teaching and learning in the clinical environment. A robust system of Service Level Agreements (SLAs) is in place to ensure that the vast majority of teaching activity is captured in job plans and funded appropriately. All clinicians involved receive staff development appropriate to their involvement, e.g., academic mentoring, direct clinical teaching, or assessment. A substantial building - the Knowledge Spa - accommodates the academic and educational needs of the medical students.



There is a substantial library for health professionals, and the public, as well as research space and incubation units for health-related businesses.

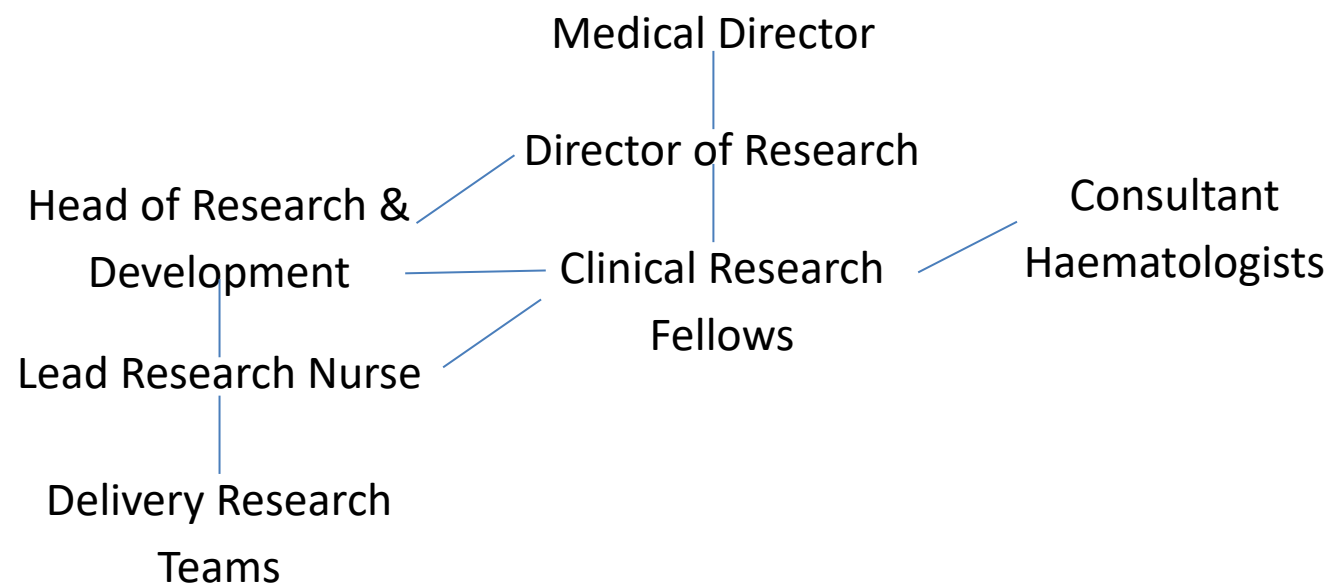
The European Centre for Environment and Human Health, part of UEMS, is located within the extension to the Knowledge Spa. Together with the undergraduate medical programme and postgraduate taught programmes, the Centre makes up the Truro Campus of the University of Exeter. This world leader in environment and health research also has laboratory space at the Penryn Campus of the University.

The Medical School's locality team, supported by administrative and clinical academic staff includes:

Prof. Nicki Saulsbury	Associate Dean for Cornwall / College Academic Director of International Education (HIV/GU Physician)
Dr Rob Taylor	Hospital sub-Dean (Consultant in ED)
Dr. Julie Thacker	Hospital Sub-Dean (Associate specialist, CFS Service)
Dr. Sham Agashi	Community Sub-Dean (GP)
Mrs. Angela Lait	Senior Clinical Skills Tutor
Mrs. Viv Woodard	Programmes Manager



3. Organisation Chart



4. Job Specific Role

Expectations of the post-holder

The CRF works at the middle grade level along with the Haematology Consultants. The CRF post would suit a post MRCP doctor looking for more extensive Haematology research experience and training. The role would suit a person seeking experience in Haematology and improve the research experience before applying for speciality training. These roles cover 10 sessions Monday to Friday with no on-call commitment.

There are no GIM duties. There is an expectation that the fellow will be involved with audit and quality improvement projects whilst developing a research project as well as working alongside the Director of Research, Head of Research & Development & Lead Research Nurse on Research studies outside of specialist areas (i.e. urgent public health research).

We have a dedicated research team. The department successfully recruits high volumes of patients into an appropriate mix of multi-centre commercial, portfolio, and investigator-initiated studies across a spectrum of Haematology diseases.

Main duties:

- Supporting the coordination, management and delivery of clinical trials and studies according to protocols.
- Supporting the Principal Investigator and/or the Departmental Research Lead in submitting applications for NHS, Regulatory, Ethics and Governance permissions to conduct Clinical Trials within the Trust.
- Identifying, screening, and assessing the suitability of local patients to take part in research, according to specified inclusion/exclusion criteria. Ensuring trial specific investigations and sampling are undertaken as per the Protocol to establish eligibility and to ensure safe entry into trials.
- Providing specialist information to patients about taking part in Clinical Trials, including the risks and benefits of participation in specific protocols. Initiating and facilitating the process of gaining their informed consent.
- Acting as primary contact for participants and to be a source of information for these patients and their relatives and for the local Clinical teams, with respect to trial activities.
- Liaising with other clinical departments, support departments and external organisations to ensure the successful delivery of trials.
- Maintaining accurate documentation in an auditable format, and accurately record data as required by each Trial. Identifying barriers to recruitment and performance, communicating these to the wider team, and help facilitate their resolution.



- Working to Standard Operating Procedures (SOPS) for research activity and provide ongoing review and development of these SOPS. Ensuring all activities undertaken meet the standards set out in the Principles of Good Clinical Practice (ICH-GCP, 1996) and National Research Governance Framework for Health & Social Care (DH, 2005). Enforce all applicable standards (e.g., 'Medicines for Human Use (Clinical Trials) Regulations 2004') for research.

Objectives and How They Will Be Met

The post-holder will be required to deliver elective and emergency medical / surgical services within Cornwall, in close collaboration with Consultant colleagues and within commissioned performance targets.

Study and Training

The post-holder is expected to participate in professional continuing medical education; study leave is provided for this purpose (10 days/12 months pro rata), and the post-holder will be entitled to apply to the Trust's Study Leave Committee for a contribution to funding of this activity.

The post-holder must comply with all aspects of confidentiality, professional codes of conduct, the Royal Cornwall Hospitals' Trust Staff Charter, and the NHS Managers' Code of Conduct.

Principal Accountabilities

Medical Education

The Director of Medical Education and is responsible for Doctors in Training at the Royal Cornwall Hospitals Trust. The DME is supported by two Foundation Directors, Specialty Doctor Lead, and a Clinical Tutor responsible for clinical fellows and other junior doctors in non-training posts. The Department of Medical Education has a broad range of services, and these include the highly regarded Simulation and Resuscitation teams. The former Chief Resident established the quality improvement agenda for junior doctors and the current Chief Resident is leading on mentoring and support for doctors in training.



5. Communications and Working Relationships

Internal Working Relationships

- Medical Director
- Director of Research
- Head of Research & Development
- Consultant Haematologists
- Lead Research Nurse
- Research Delivery Team
- Team working with Divisional / Specialty Managers and administrative staff.
- Specialty Directors, Divisional Directors, and Divisional Managers
- Clinical leads of site specific multi-disciplinary teams
- All doctors and multi-disciplinary teams throughout the Trust
- Director of Medical Education
- Medical Education Team (both management and clinicians)

External / Other Working Relationships

- Organisations in the Local Health Community [Commissioners and Providers]
- Sponsors & Commercial companies/Clinical Research Officers
- External trial monitors
- Royal Colleges
- Peninsula Medical School
- University of Exeter Medical School

Health and Safety and Risk Management

In carrying out their duties the employee is required to take responsible care to avoid injury or accident, which may be caused by work. These duties must be performed in accordance with the Specialty / Division / Trust's Health and Safety Policy, which is designed to secure safety in working practice and in handling materials and equipment.

Hospital Policies

The Royal Cornwall Hospitals' NHS Trust is a dynamic organisation and therefore changes in the core duties and responsibilities of the role may be required from time to time. These guidelines are not a term or condition of contract.



We expect all our staff to share the values that are important to the Trust and behave in a way that reflect these. In keeping with the Trust's Standards of Business Conduct for Employees and the Equal Opportunities Policy, the post-holder is at all times expected to take responsibility for their own actions, support multi-disciplinary and partnership working and develop a working environment of courtesy, fairness, and mutual respect.

The post-holder will have access to confidential information, which may only be disclosed to parties entitled to receive it. Unauthorised disclosure is a disciplinary offence.

The Royal Cornwall Hospitals' NHS Trust is a regulated organisation and as such, all post-holders must have their criminal record checked. You will be asked at interview if you have any criminal convictions and a police check on the existence of a criminal record will be made if you are the preferred candidate for appointment to the post.

You are required to comply with the regulations of the Human Rights Act 1998 during the course of your employment.

This job description will be subject to annual review and amended to meet the changing needs of the Trust.

This job description is subject to the terms and conditions of service of the Royal Cornwall Hospitals' NHS Trust.

Please note:

Rehabilitation of Offenders Act

This post is exempt from the Rehabilitation of Offenders Act 1974. Should you be offered the post it will be subject to a criminal record check from the Disclosure and Barring Service before the appointment is confirmed. This will include details of cautions, reprimands, final warnings, as well as convictions.

If this post involves undertaking exposure prone procedures, you will be required to participate in blood borne virus screening as appropriate.



Person Specification

Post	Cornwall Clinical Fellow
Specialty / Division	Haematology Research

Requirements	Essential	Desirable
QUALIFICATIONS/SPECIAL TRAINING:		
Full registration or potential for full registration with the UK GMC	X	
Membership of the Royal College of Physicians or equivalent qualification		X
Haematology experience		X
KNOWLEDGE/SKILLS/ABILITIES:		
Experience in Haematology/Medicine at F2 level or above	X	
Previous experience of and an enthusiasm for medical undergraduate teaching		X
RESEARCH:		
Good Clinical Practice (GCP) certification		X
Research publications		X
Research interest in Haematology		X
Evidence of external recognition of research potential		X
Evidence of enthusiasm for research in career to date		X
PERSONAL REQUIREMENTS:		
Committed to a clinical career in Haematology	X	
Problem solving skills, lateral thinking, questioning approach	X	
Enthusiastic, flexible, and adaptable	X	
Highly motivated, well versed at self-directed learning with a track record of achieving goals	X	
Ability to cope in stressful situations and work under pressure	X	
Ability to work in a multi-disciplinary team	X	
Good general health	X	
Excellent interpersonal and written and verbal communication skills	X	
Caring attitude to patients	X	
OTHER REQUIREMENTS:		
Committed to continuing medical education and professional development	X	
Honesty and reliability	X	
Integrity and credibility, ability to act as an ambassador for the Unit	X	

