

# **About The Christie**

We began as a 30 bedded hospital in the early 1890s serving 463 patients each year. Our name is in honour of Richard and Mary Christie who were instrumental in establishing a facility dedicated to people with cancer in Manchester. Today we are renowned as a world pioneer in the care, treatment and research of cancer. Today, we build on this legacy, translating innovation and research breakthroughs into very real patient benefits. Our work today is the treatment of tomorrow across the globe.

At The Christie our forward thinking nature and desire to constantly innovate our services for the benefits of patients guides everything we do. We have more than 100 years of expertise in cancer care, research and education, and we use our experience wisely to ensure we remain at the forefront of cancer care.

The Christie is one of Europe's leading cancer centres, treating over 60,000 patients a year. We provide a regional service and have ambitions nationally and internationally. We are based in Manchester and serve a population of 3.2 million across Greater Manchester and Cheshire, but as a national specialist around a quarter of our patients are referred to us from other parts of the country.

We employ approximately 3,000 staff and had an annual turnover last year of £352 million.

We are the largest radiotherapy provider in the NHS. We are also the largest provider in Europe, with one in 20 radiotherapy treatments delivered by The Christie. We are one of only two cancer centres worldwide to offer both MR-linac and high energy proton beam therapy.

We deliver chemotherapy treatment through the largest chemotherapy unit in the UK, as well as via 14 other sites, a mobile chemotherapy unit and in patients' homes.

We are a specialist tertiary surgical centre concentrating on rare cancers, specialist procedures and multidisciplinary cancer surgery. We are one of the largest HIPEC centres in Western Europe and one of only two in the UK to provide this treatment for appendiceal and colorectal tumours. We have one of the largest robotic centres in the UK and the largest complex pelvic cancer team in the UK.

The Christie NHS Foundation Trust was the first specialist trust to be rated as 'Outstanding' twice (in 2016 and 2018) by the health regulator the Care Quality Commission (CQC). It referred to The Christie as 'a leader in cancer care' and 'a pioneer in developing innovative solutions to cancer care.' The CQC praised the Trust's staff which it said 'go the extra mile to meet the needs of patients and their families' and that they were 'exceptionally kind and caring.'

Our expertise is widely sought. Nationally, The Christie's School of Oncology was the first of its kind in the UK to provide undergraduate education, clinical professional and medical education. Christie International allows us to share our learnings and reputation as a world-leading centre of excellence to generate revenue through offering guidance and commercial partnerships with the proceeds being invested into cancer services for NHS patients.

We are ranked as the most technologically advanced cancer centre in the world outside North America, and have been named, by the National Institute for Health Research, as one of the best hospitals providing opportunities for patients to take part in clinical research studies.

The Christie is one of Europe's experimental cancer medicine centres and an international leader in research and development with around 650 clinical studies ongoing at any one time. The NIHR Manchester Clinical Research Facility at The Christie provides a high quality, dedicated clinical research environment for our patients to participate in trials.

We are part of the Manchester Cancer Research Centre (MCRC) working with The University of Manchester and Cancer Research UK. The MCRC partnership provides the integrated approach essential to turn research findings in the laboratory into better, more effective treatments for patients. Building on Manchester's strong heritage in cancer research, the MCRC provides outstanding facilities where scientists, doctors and nurses can work closely together. With our partners, we are currently building a new world class transformational research facility to replace the Paterson building which was destroyed by fire in 2017.

We are also one of seven partners in the Manchester Academic Health Science Research Centre. We share a common goal of giving patients and clinicians rapid access to the latest research discoveries, and improving the quality and effectiveness of patient care. There are only six health science centres in the country.

The Christie is home to a Lord Norman Foster designed Maggie's Centre which is based on our site and offers emotional and practical support to our patients and their families. Run by the Maggie's charity, it was the first of its kind in the North West.

Our charity is one of the largest NHS charities in the UK, providing enhanced services over and above what the NHS funds. It has over 50,000 supporters who helped raise £11,018,966 this year. With 81p in every pound raised going directly to the patients, we work hard to make sure that the money donated to us is spent where the hospital needs it most.

All of our achievements and successes are only possible due to our dedicated and specialist staff, hardworking volunteers, generous and loyal supporters and fundraisers and our interested and enthusiastic public members, all bringing with them a wealth of experience, knowledge and understanding.

The key issues and risks that could affect us as a Foundation Trust in delivering our objectives are managed on a monthly basis by our board assurance framework which can be viewed by the public board papers available on our website.

Our overall performance in 2020/21 has been excellent. The Christie is one of only eight specialist Trusts in England deemed to have maximum autonomy and no potential support needs by NHS Improvement. This places us in the top 15% of NHS providers in the country.

# **Trust organisation**

Executive Directors of the Trust are: -

Roger Spencer Chief Executive

Sally Parkinson Executive Director of Finance
Bernie Delahoyde Chief Operating Officer
Executive Medical Director

Executive Director of Nursing & Governance

Prof Chris Harrison Deputy Chief Executive

The Trust board is chaired by Mr Edward Astle.

## **JOB DETAILS**

**Reporting to:** Divisional Clinical Director / Divisional Service Manager

**Base:** As required across Trust sites

## **ORGANISATIONAL ARRANGEMENTS**

This post is for 10 Programmed Activities (PAs) per week to provide care of patients with CNS tumours from across Greater Manchester and Cheshire.

The neuro-oncology service encompasses the surgical, radiotherapy, chemotherapy and supportive care management of the complete spectrum of CNS tumours in the adult and Teenage and Young Adult (TYA) populations. Care is co-ordinated via 4 MDTs: the Neuro-Oncology MDT (which includes a brain metastases / SRS subsection), the Base of Skull MDT and the Pituitary MDT take place at Salford Royal Hospital (part of NCA, the Northern Care Alliance) while the Cancer Network Supportive Care MDT takes place at The Christie.

The Neuro-oncology Multidisciplinary Team includes 5 Neuro-Oncology Neurosurgeons, 2 Neuro-pathologists, 3 Neuro-radiologists, 5 Clinical Nurse Specialists and 2 dedicated Neuro-oncology AHPs. The successful applicant will join oncology colleagues as a core member of this MDT. There is access to advanced neurosurgical, imaging and molecular pathology techniques and clinicians are active locally and nationally in research in their fields.

Radiotherapy is delivered at either The Christie main site or at the Salford or Macclesfield satellites; neurosurgery takes place at Salford. Neuro-oncology clinicians work mainly at Christie main site with occasional commitments at Salford. All chemotherapy treatment delivery and follow-up clinics take place at The Christie main site in Withington.

There are also numerous opportunities to develop an interest in education and teaching at undergraduate and post-graduate levels via the University of Manchester and The Christie School of Oncology and through the close working between the Trust and Health Education England. It is expected that the post holder will make an active contribution to the training of junior doctors and other multi-disciplinary team members in both in-patient and outpatient departments. Further details are summarised in the Terms and Conditions section below.

# **Role Purpose**

This is a permanent opportunity to work alongside the current CNS Clinical Oncology Team to cover the absence of a consultant colleague. It is envisaged that the post-holder will have clinical commitments in CNS oncology and be actively involved in this disease group, further developing the group's interests by participating in clinical and research activity.

The successful applicant will share the management of new adult neuro-oncology patients with colleagues. Referrals are divided equitably via a shared rotation of the weekly new patient, clinic with approximately 250 new referrals per year. The successful applicant will have office accommodation provided within the clinical oncology department and secretarial/PA support.

The role will be responsible for working with consultant colleagues to support all aspects of the clinical oncology neuro-oncology service, and provide cross cover for leave. Responsibilities will include (but not confined to) new patient and follow-up clinics, actively contributing to the weekly neuro-oncology MDT,

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radiotherapy treatment planning including stereotactic radiosurgery, the delivery and monitoring of systemic therapies, supporting the clinical trials clinic and clinical trial activity, working with colleagues in the supervision and delivery of undergraduate and post-graduate education, contributing to service development including audit and guideline development and cross covering.

## **DUTIES AND RESPONSIBILITIES**

The medical staff establishment provides for 55 Clinical Oncology Consultants, including 4 academic consultants and 25 Specialist Registrars in Clinical Oncology. There is a junior doctor team at F2 and ST1-2 level, working jointly with Medical Oncology and Haematology, within the Division of Networked Services.

The appointee will be based at The Christie and will provide senior input to the Clinical Neuro-Oncology consultant group.

The neuro-oncology team is active in research including imaging, basic science, radiotherapy and phase I, II and III clinical trials. Prof McBain leads on trials of systemic therapy; Dr Whitfield has led on radiotherapy trials. Neuro-oncology research is supported by 4 neuro-oncology research nurses and 4 Clinical Trials Administrators at The Christie, with additional staff at Salford. Clinical trials are conducted via a dedicated once or twice-weekly neuro-oncology trials clinic and there are close links with the Early Phase Medicines team and the wider research infrastructure of the University of Manchester and MCRC. The successful applicant will help colleagues in supporting the conduct of clinical trials, with scope to develop this aspect of the role if desired.

Although the responsibilities of this post do not include a formal CNS proton clinical workload, there may be scope to work in conjunction with the Proton Beam Therapy service in the field of late effects and to use SPA time to access educational opportunities of personal interest.

There are also numerous opportunities to develop an interest in education and teaching at undergraduate and post-graduate levels via the University of Manchester and The Christie School of Oncology and through the close working between the Trust and Health Education England. It is expected that the post holder will make an active contribution to the training of junior doctors and other multi-disciplinary team members in both in-patient and outpatient departments, including acting as clinical supervisor. Further details are summarised in the Terms and Conditions section below.

# **Continuing Professional Development (CPD)**

The Trust supports the requirements for CPD as laid down by the GMC and royal colleges and is committed to providing time and financial support for these activities.

# **Job Planning**

The job plan outlines the requirements of the post and may be altered by joint agreement with the Divisional Clinical Director and Service Manager and in response to service needs. Job Plans are also subject to an annual review (May – September) as detailed in the Trust's Job Planning Policy. It is expected that the initial Job Plan discussion will take place within the first six months of employment at the Trust.

The annual review will examine all aspects of the job plan (including any Educational components) and will also include an assessment of professional development with defined goals for the future.

[JD Template: June 2023]

# **Job Plan Timetable**

The timetable below is indicative and will be confirmed on commencement in post.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	SPA (1PA)	Neuro-oncology MDT (SRFT) (1PA)	Outpatient Clinic (Review and Chemo) (1PA)	Research Clinic (0.5PA) SPA (0.5PA)	OPC/MDT (By rotation: SRS/Skull base MDT & Late effects Clinic (1PA)
PM	SPA (1PA)	Radiotherapy Treatment Planning (1PA)	Radiotherapy On- Treatment Reviews (1PA)	Admin (1PA)	New Patient Clinic (0.5 PA) Admin (0.5 PA)

NB: This timetable is indicative and could be subject to change based on service need.

Job Plan PA Summary	Total PAs
Direct Clinical Care (DCC)	7.5
Outpatient Clinics	3
MDTs	1
Planning/ On Treatment Review	2
Admin	1.5
Supporting Professional Activities (SPA) (including training, clinical supervisor, CPD, teaching, audit, clinical governance, research, appraisal, revalidation and clinical management)	2.5
Total	10 PAs

# **Contacts**

Arrangements to visit the hospital or to discuss the role further, may be made direct with:

Name & Role Title	Email	Number
Clinical Director of Clinical Oncology: Dr L Lee	lipwai.lee@nhs.net	0161 918 8581
Prof Catherine McBain, Consultant Clinical Oncologist (Neuro-oncology and Clinical Trials - Neuro-oncology lead)	catherine.mcbain1@nhs.net	0161 918 7008

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# **PERSON SPECIFICATION**

	Essential for the post	Desirable for the post	METHOD OF ASSESSMENT
1. ATTAINMENTS Educational			
Qualifications	RCR Fellowship or equivalent	Higher Degree	CE
Professional Qualifications	GMC registration with a license to practice		CE
Research / Publications		Research experience	
2. TRAINING	Certificate of completed specialist training or equivalent (or within 6 months of CCT by interview)		AF
3. EXPERIENCE Job Specific	Advanced Trainee Competencies Neuro-oncology	Knowledge and experience of advanced imaging modalities and advanced Radiotherapy techniques.  Knowledge of continuing NHS ge Reforms.	AF
Management / Audit			
4. TEACHING			
5. PERSONAL SKILLS Acceptability	Is a team player prepared to adapt to changing circumstances		I
Leadership	Dynamic, decision making motivator.		I
Self- reliance	Confident in ability, but knowing own limitations		I
Motivation	Hard working, enthusiastic achiever.		I/R
6. CIRCUMSTANCES Domicile	Within 30 minutes travel time to the hospital.		

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Abbreviations for Methods of Assessment:

AF – Application Form
I – Interview
R – References
CE – Certification Evidence

[JD Template: June 2023]

# **Summary of Terms and Conditions of Employment**

Post Title: Consultant in Clinical Oncology with an Interest Central Nervous System / Neuro-oncology

#### **National Terms and Conditions**

This appointment follows the National Terms and Conditions of Service for NHS Consultants. These Terms and Conditions can be found online via <a href="NHS Employers website">NHS Employers website</a>.

#### **Hours of Work**

The role is contracted at 10 Programmed Activities per week (full time is 10PAs). The hours of work will be outlined in your job plan.

## Salary

The salary is payable in line with NHS experience, non-NHS experience is at the discretion of the Trust upon request. The base salary currently ranges between £93,666 - £126,281 per annum (pro rata).

#### **Tenure**

This is a permanent position.

# **Professional Registration**

You must have full registration with the General Medical Council and have a Licence to Practice. You must also be on the GMC's specialist register.

#### **On Call Commitment**

This role does.

A non-pensionable on-call availability supplement at 3% will be paid for the undertaking of the out of hours commitments.

Schedule 16, Terms and Conditions of Service, Consultant – England (2003)

## Annual Leave, Bank Holiday and Study Leave Entitlement

Consultants in the first seven years in the grade will be entitled to 6 weeks and 2 days annual leave (32 days) per annum pro rata, this includes 2 statutory days. Once seven years' service has been completed at consultant level, entitlement will increase to 6 weeks and 4 days annual leave (34 days) per annum pro rata, this includes 2 statutory days. These entitlements follow National Terms and Conditions of Service.

In addition to the above annual leave, there is also entitlement to 8 public holidays.

The study leave entitlement for this role is 30 days over a rolling three-year period.

Schedule 18, Terms and Conditions of Service, Consultant – England (2003)

## **Essential Training**

All doctors employed by the Christie are required to keep up to date with their essential training to ensure compliance with regulatory requirements for training and to promote safe and effective practice within the organisation.

# **Appraisal and Revalidation**

All doctors are required to participate in Appraisal and Revalidation, this is not only a contractual obligation, but is also a requirement of the registered body the <u>GMC</u>.

Appraisal is an opportunity to take stock of one's professional activities and career and must be undertaken annually.

Revalidation is the process by which licensed doctors are required to demonstrate they meet the required standards and are fit to practice. The Responsible Officer (RO) will make a revalidation

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recommendation to the GMC, usually once in a 5-year cycle. The doctor must ensure that all the evidence required, as outlined in Good Medical Practice is organised and sufficiently documented.

Successful candidates will be expected to connect to The Christie NHS Foundation Trust on GMC connect upon their first day in post. Details of who to contact in relation to Appraisal and Revalidation will be provided upon successful completion of all NHS pre-employment checks.

## **Job Planning**

Job planning takes place in a cycle between May — September annually. Job Planning discussions are held between the individual, the Clinical Director and the Service Manager which is then documented and final signoff obtained via L2P. L2P is the Trusts electronic system (implemented in 2023) for recording job plan agreements and is one consistent and transparent system that is easy to use and enables efficiencies in relation to the collation of documentation and calculation of time. It also provides the Trust with an overview of the medical workforce.

## **Medical Education**

There is an expectation that all Medical Staff are involved in some form of education and that time from your SPA is allocated to Teaching depending on the nature and role of the individual. The SPA time which is specifically allocated relates to those who hold a Formal Educational Role, including Educational and Clinical Supervisors, as only some of the Medical Education roles are funded directly through Health Education England (HEE NW) rather than the Trust. To this endeavor, completion of an Annual Educational Appraisal is also part of the NHS Appraisal requirements for GMC Revalidation. Consultants/SAS doctors who take on the role of either an Educational and/or Clinical Supervisor for a Foundation and/or Specialty Trainee(s) will be duly allocated in accordance with The Trust's Job Planning Policy. Those consultants who take on the Educational Supervision of a Foundation and/or Specialty Trainee(s) should also be allocated 0.25 SPA time.

In accordance with the <u>GMC's - Good Medical Practice</u>, all newly appointed Consultants and SAS Doctors will also be expected to engage in support and supervision of all our trainee grade workforce who are an important part of our ward teams. The Medical Education team will expect all new Consultants to take up the role of Educational and/or Clinical Supervisor within 12 months of taking up their position as many of our Consultants continue to enjoy these key roles throughout their careers. In addition to this, all newly appointed Consultants will also be expected to offer support and supervision to medical students and other learners within the trust who will be allocated to clinical sessions and receive teaching sessions during placements. Student allocations will be organised through our Medical Education Team. The Medical Education team will provide and/or signpost suitable training and updates for such roles.

# **Notice Period**

Where termination of employment is necessary, The Christie NHS Foundation Trust will give a consultant three months' notice, in writing. Consultants are required to give The Christie NHS Foundation Trust three months written notice if they wish to terminate their employment.

In cases of gross misconduct, gross negligence, or where a doctor's registration as a medical doctor (and/or their registration as a dental doctor) has been removed or has lapsed without good reason, employment may be terminated without notice.

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Schedule 18, Terms and Conditions of Service, Consultant – England (2003)

# **GENERAL STATEMENTS:**

## **RISK MANAGEMENT**

It is a standard element of the role and responsibility of all staff of the Trust that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

## **RECORDS MANAGEMENT/DATA PROTECTION ACT**

As an employee of the Trust, you have a legal responsibility for all records (including patient health, financial, personal and administrative) that you gather or use as part of your work within the trust. The records may be paper, electronic, microfiche, audio or videotapes, x-ray images. You must consult your manager if you have any doubt as to the correct management of the records with which you work.

## **HEALTH AND SAFETY REQUIREMENTS**

All employees of the Trust have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable the Trust to meet its own legal duties and to report any circumstances that may compromise the health, safety and welfare of those affected by the Trust undertakings.

# **CONFIDENTIALITY AND INFORMATION SECURITY**

As a Trust employee you are required to uphold the confidentiality of all records held by the trust, whether patient records or trust information. This duty lasts indefinitely and will continue after you leave the trust employment.

All Information which identifies individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 1998 Data Protection Act and should be managed in accordance with this legislation.

# **TRUST POLICIES**

The Trust operates a range of policies, e.g. Workforce and Clinical Practice (available on the Trust intranet). All Trust employees must observe and adhere to the provisions outlined in these policies.

# **EQUALITY, DIVERSITY AND INCLUSION**

The Christie NHS Foundation Trust is committed to advancing equality, diversity and inclusion for all our patients, other service users and staff. We want to ensure that everyone who works at the Christie or uses our services is welcomed, valued and treated with dignity and respect.

It is your responsibility to understand and work in line with the Trust's equality, diversity, inclusion and human rights policies. You should value others and treat everyone you come into contact with at work with fairness, dignity and respect at all times and uphold their human and other rights.

#### **INFECTION CONTROL**

Healthcare workers have an overriding duty of care to patients and are expected to comply fully with the best practice standards. You have a responsibility to comply with Trust policies for personal and patient safety and for prevention of healthcare-associated infection (HCAI); this includes a requirement for rigorous and consistent compliance with Trust policies for hand hygiene, use of personal protective equipment and safe disposal of sharps. Knowledge, skills and behaviour in the workplace should reflect

[JD Template: June 2023]

this; at annual appraisal you will be asked about application of practice measures known to be effective in reducing HCAI

# **ENVIRONMENTAL SUSTAINABILITY**

All employees of the Trust have a responsibility to ensure they have an awareness of environmental sustainability issues which affect the Trust and to contribute to the achievement of the reduction of the Trust's environmental and energy performance footprint e.g. (but not limited to) the use of energy consumed in workspaces (heat/light/paper consumed) and to recycle consumable products wherever possible using appropriate facilities.

# Appendix 1

Dr L Lee

# **Clinical Oncology Consultant Staff**

Head and neck

<u>NAME</u>	PERIPHERAL CLINIC SERVICE	PRINCIPAL	INTEREST(S)
Clinical Director			

# **Clinical Oncology Consultants**

Nil

Dr K Abutaleb	Nil	Sarcoma/Paed
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Dr D Abdulwahid Oldham/ NMGH Lung

Dr N Alam Bolton Gastrointestinal

Dr C Anandadas Bolton/Wigan Breast

Dr C Arthur Salford Colorectal/ Thyroid

Dr L Barraclough Macclesfield Breast/ Gynae

Dr K Banfill Macclesfield/Wythenshawe Lung

Dr C Barker Nil Lung/CNS

Dr N Bayman Nil Lung

Dr L Bhatt Nil Oesophageal

Dr C Blake Bolton Breast

Dr G Borst Nil Neuro

Dr C Chan Wigan Lymphoma / lung

Dr H Chapman Tameside Breast

Dr A Chittalia Stockport Breast

Prof A Choudhury Nil Urology

Dr R Colaco Salford Neuro

Dr R Conroy Oldham Urology

Dr J Coote Oldham/Fairfield Lung

Dr W Croxford Stockport Urology/sarcoma

Prof C Faivre-Finn Nil Lung

Dr Fatimilehin Nil Sarcoma/Paed/Proton

Dr L Forker Nil UGI/HPB

D K Garcez Nil Thyroid/Head &

Neck

Dr C Hague Nil Lymphoma/Cutaneous

Dr M Harris Tameside Lung/Lymphoma

Dr K Haslett Nil Gynae

Prof P Hoskin Nil Gynae

Dr A Hudson Salford Urology

Dr C Hughes NMGH H&N

Prof T Illidge Nil Lymphoma

Dr C Kelly WWL Breast

Dr J King Nil CNS/Lung

Dr H Lander UHSM Breast

Dr V Lavin Macclesfield Lower GI

Dr J Logue Stockport Urology

Dr J Loncaster NMGH Breast

Dr P Mbanu Nil LGI/AO

Dr C McBain Salford CNS

Dr V Misra Oldham Breast

Dr S Morrison Nil Gynae

Dr S Pan Nil Paed/PBT

Dr Patel (Locum) Nil Neuro

Dr L Pemberton MRI, Stockport Lung

Dr Price Nil Head and Neck

Dr Raby(Locum) Tameside Breast

Dr G Radhakrishna Nil OG / HPB

Dr Rembielak Oldham Skin, palliative

Prof M Saunders Salford / Wythenshawe Gastrointestinal

Dr M Serra Wigan/Salford Urology

Dr H Sheikh Nil Lung/oesophageal

Dr E Smith RMCH Paediatric/ TYA

Dr YP Song Bolton Urology

Dr A Sykes Nil Head & Neck/Skin

Dr D Thomson Nil Head & Neck

Dr N Thorp Nil Paed

Dr A Tran Crewe/Oldham Urology

Dr R S Welch Bolton Breast/Germ Cell

Dr G Whitfield Salford / RMCH CNS / Paeds

Dr D Woolf Crewe /MFT Lung/ breast

Dr J Wylie Nil Urology/sarcoma

# The Christie Leader

We have a set of leadership values for our Trust leaders, consisting of:



If you have any queries relating to this position, you can liaise with our Medical Workforce Team:				
Medical Workforce Team the-christie.medical.workforce@nhs.net The Medical Workforce team will be able to offer	Lauren Myrtle Deputy Medical Workforce Manager the-christie.medical.workforce@nhs.net			
support with queries relating to the recruitment process.	Lauren will be able to support with any queries relating to terms and conditions of employment.			

Or if you have an issue that requires further escalation, please contact:

Susan Cross Medical Workforce Manager susan.cross8@nhs.net 07554229568