

**Job title: Consultant**

**Department: Haematology**

**Division: Planned Care**



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# Advert

**THIS POST ATTRACTS OUR GOLD FINANCIAL INCENTIVES PACKAGE UP TO £29,000, AS FOLLOWS:**

**£16,000 Relocation Package**  
**£8,000 Golden Hello Payment**  
**£5,000 Expenses Package**

East and North Hertfordshire has a great opportunity available for a Haematology Consultant **Could this be YOU? You've started to read the advert to please continue.... !**

This is a substantive **joint post between East and North Hertfordshire NHS Trust (ENHT) and University College London Hospital. NHS Foundation Trust (UCLH).** The post comprises 10 programmed activities (PA) and an on-call commitment.

We have an excellent opportunity for the post above within the hematology department at ENHT. The appointee will join four Consultants to plan, develop and provide hematology services for ENHT and will spend one day per week at UCLH. An interest in haemato-oncology with a subspecialty interest in chronic lymphocytic leukemia is desirable. The post-holder will participate in the on-call Rota which is 1 in 5.

This post will be based **four days per week (8 PA) at ENHT and one day per week (2 PA) at UCLH.** The new Consultant Hematologist will have an office and secretarial support at the Lister Hospital. Candidates seeking a part time appointment are welcomed.

The appointee will join three consultant colleagues - Dr Judith Hanslip, Dr Muhammad Hasan, and Dr Xenofon Papanikolaou - in a progressive department.

This is an excellent opportunity to work within both the Lister Hospital in Stevenage, which enjoys a unique geographical location close to London and Cambridge and the department of hematology at University College London Hospital, a major tertiary centre for hematology.

Duties of the post include

- To engage with consultant and senior technical staff in the development of an effective patient and user focused hematology service in line with local and regional strategy
- To undertake 4 outpatient clinics each week (3 at ENHT and 1 at UCLH)
- To participate in the management of patients with hematological malignancies and clinical/laboratory Hematology including performing bone marrow biopsies
- To provide care and support of hematology patients at the Lister hospital in conjunction with other members of the hematology team
- To lead and develop the service for patients with Chronic Lymphocytic Leukemia
- To provide an advisory service for hematology problems arising in non-hematology in-patients
- To participate in authorisation of hematology laboratory results including examination and reporting of blood films and bone marrows
- To provide an advisory service to GPs and other users of the laboratory.
- To participate in departmental meetings, multidisciplinary team meetings, and clinical governance activities
- To participate in the relevant Eastern Regional Network hematology meetings
- To undertake regular audit and participate in the appraisal process
- To undertake teaching and training of junior doctors, laboratory staff and other staff groups as appropriate
- To participate in the hematology on call service, one week in five
- To undertake other duties as agreed with the clinical director of Pathology
- To provide cross cover for colleagues on urgent cases
- To attend pediatric POSCU meeting once per month

The Trust has a comprehensive programme of leadership mentoring available for newly qualified Consultants. Opportunities are also available to other Consultant appointees to play an active part in the

programme.

**Please note:** That as part of the selection process you will be required to undertake a psychometric assessment which is mandatory. There are no right or wrong answers and the aim of this is to give the panel members more information about the strengths and possible derailers of candidates preferred behaviors. **You will also be required to take part in a stakeholder event, further details of which will be provided if you are shortlisted for interview.**

Applicants must be on or within 6 months of being on the Specialist Register, at the time of interview. Applications from those wishing to work part-time or job share are actively encouraged.

It is imperative that you also attach your CV to your application as this is an integral part of the application process. Please ensure to supply the names and addresses of referees. This must cover a period of 3 years with no gaps, one of whom must be your current employer.

**To arrange an informal visit, please contact:**

<b>Dr Ashish Narula, Clinical Director</b>	<a href="mailto:ashish.narula@nhs.net">ashish.narula@nhs.net</a>	<b>01438 288040</b>
<b>Dr Judith Hanslip</b>	<a href="mailto:judith.hanslip@nhs.net">judith.hanslip@nhs.net</a>	Via switchboard on 01438 314333
<b>Paul Prince   Medical Resourcing Advisor</b>	<a href="mailto:paul.prince@nhs.net">paul.prince@nhs.net</a>	(01438) 286544

**Interview Date: TBC**

**Closing Date: Sunday 11 February 2024.**

# The post

Title	Consultant
Specialty	Haematology
Sub-specialty	Haematological Oncology particularly Chronic Lymphocytic Leukaemia
Basic programmed activities	10
Summary of role	<ul style="list-style-type: none"> <li>To provide care and support to haematology patients at the Lister hospital in conjunction with other members of the haematology team</li> <li>To provide an advisory service for haematology problems arising in non-haematology in-patients</li> <li>To provide medical leadership of clinical and laboratory aspects of Chronic Lymphocytic Leukaemia complying with current regulatory frameworks.</li> <li>To participate in authorisation of haematology laboratory results including examination and reporting of blood films and bone marrows</li> </ul> <p>To liaise with paediatric departments in developing transitional arrangements for teenagers with haematological malignancy</p>
Key responsibilities	<ul style="list-style-type: none"> <li>Maintenance of high-quality patient centered care</li> <li>Shared responsibility for the day-to-day management of the service and participation in strategic planning</li> <li>Teaching and training within the multidisciplinary service</li> <li>Active involvement in multidisciplinary team meetings and directorate clinical governance activity</li> <li>Active participation in continuing medical education</li> </ul>
Equality Diversity & Inclusion (EDI) responsibilities	Always demonstrate behaviours that support the Trust's commitment to equality, diversity and inclusion as detailed in the Herts and West Essex Integrated Care System Joint Statement on Equality, Diversity and Inclusion, so that our workplaces are free from harassment and/or unlawful discrimination and where diversity is actively valued and celebrated.
Indicative additional programmed activities	The Trust offers the opportunity to undertake an additional 0.391PA Please see timetable for details
Indicative On -Call commitment	1:4 on call (including this post)
Base (you may be required to work on a temporary basis elsewhere within the Trust)	Lister Hospital
Appointment type and appointment term (substantive/fixed term & duration)	Substantive
Number of posts available	1.00 WTE
Responsible to	Dr Ashish Narula, Clinical Director
Accountable to	Dr J Daniels, Medical Director

# The Department

Hematology services sit within the Planned Care Division under the remit of Claire Moore, the Divisional Operations Director

Hematology is part of the wider Pathology department, which also incorporates Microbiology and Cellular Pathology services. The management arrangements are consistent with the recommendations of the Strategic Review of Pathology Services.

Planned Care Division	
Divisional Medical Director	Miss Marie Lyons
Divisional Operations Director	Mrs Claire Moore
Clinical Director of Pathology	Dr Ashish Narula
Deputy Divisional Operations Director	Mrs Anna-Marie Kealey

The hematologists are managed by the Clinical Director of Pathology and are accountable to the Medical Director.

There are 4 Heads of Departments, one for each of the main pathology disciplines, (microbiology, cellular pathology, and hematology and blood sciences). They provide professional leadership and are responsible for the service co-ordination and provision across all sites.

Hematology oncology is centralised at Lister Hospital with intravenous chemotherapy provided in the Lister Macmillan cancer centre and chemotherapy Unit.

The Macmillan chemotherapy unit is staffed by chemotherapy trained nurses. Initially the unit opened with 14 chemotherapy chairs in use with the option to expand to 18 chairs according to demand. There is a near patient blood count analyzer, access to a rapid pathology results service and open access for patients. Each consultant reviews their own patients on the wards, day unit, outpatient clinics and in case of annual or study leave, cover is provided by the on-call consultant of the week.

There is access to a PET scanner at Mount Vernon Hospital with access at the Lister due in the very near future. The hematology service at the Lister is supported by a specialty doctor in hematology, a foundation year 2 doctor shared with oncology and respiratory medicine and hematology clinical nurse specialists, funded by MacMillan. The clinical hematologists work closely with the medical and clinical oncologists and the general medical firms to provide day to day care for inpatients. Plans are at an advanced stage for the development of hematology inpatient beds.

As the Lister hospital has an active and expanding regional renal unit which covers Hertfordshire, Bedfordshire, and West Essex. The hematologists manage a large proportion of haemato-oncology patients, especially myeloma patients, presenting with acute renal failure.

Radiotherapy is provided mainly at Mount Vernon Cancer Centre, although some patients go to UCLH or CUH.

Since 2014 ENHT has had a combined hematology MDT with the Luton & Dunstable Hospital. This combined MDT has histopathology radiotherapy and clinical oncology input from Lister and Luton as well as specialist myeloma and lymphoma input from consultants at the tertiary centre at UCLH.

The current hematology service is to level 2a standard (BCSH).

Day-case facilities for hematology patients are provided on the Ascots Day Hospital at the New QEII Hospital and the Medical Day Unit at Lister Hospital. Elective transfusions, immunoglobulin and iron infusions are given on the day units and simple day case procedures such as venesections are carried out. At Lister Hospital a nurse-led venesection clinic is established for patients with haemochromatosis and polycythemia.

The workload for the main hematology day treatment centre at Lister figures are:

<b>Patient Numbers for 2018/19</b>	
Venesections	912
Blood products	1182
Zoledronic acid	500

The department does not manage patients with hemophilia except on an emergency basis but works closely with the hemophilia units at the Royal Free Hospital and CUH.

## **Haemoglobinopathy Service**

### **Adults**

Currently 60-70 patients are registered in the haemoglobinopathy database. Dr De Kreuk from the North Middlesex Hospital will provide an outreach service and a joint specialist clinic is undertaken once every 3 months.

### **Children**

A joint pediatric haemoglobinopathy clinic is held bimonthly.

### **Pediatric Service**

Joint pediatric hematology clinics are held bimonthly at the New QEII. The Lister clinic manages children with haemato-oncological diseases on shared care with CUH or Great Ormond Street. The New QEII clinic sees children with non-malignant hematological disorders including sickle cell disease and thalassemia. The Hematology department provides shared care for teenagers with haemato-oncology disorders in conjunction with the adolescent unit at UCLH or CUH. The post holder will be expected to attend the monthly pediatric POSCU MDT

The department is fully compliant with NICE IOG standards in hematological malignancy. The department holds full CPA accreditation and is fully MRHA compliant.

### **Current Pathology Service**

Pathology services for ENHT are based in Lister Hospital.

The blood sciences department is based at Lister Hospital and provides clinical biochemistry hematology and blood transfusion laboratory services. The department holds full UKAS accreditation. Staffing is predominantly with multidisciplinary biomedical scientists. Consultant cover is provided by hematologists, biochemists, and a consultant immunologist.

The IT systems used in pathology are Win Path for the Laboratory Information Management and ICE Sunquest for Undercomes and results.

Phlebotomy services are provided across three sites: Lister, New QEII and HCH. Community phlebotomy for primary care is also provided by ENHT.

The pathology department has an active clinical governance programme and meets monthly under the chairmanship of the clinical director to review audits, incidents, the risks, and clinical learning in order to provide safe services. The clinical director is responsible for developing a clinical service strategy for the directorate and agreeing a plan for its implementation. He is required to provide management guidance, support, and leadership to the medical colleagues.

### **The individual laboratories are:**

#### **Clinical Biochemistry**

Has a managed service contract with Roche for the provision of biochemistry tests. The laboratory uses Cobas 6000 as the main analyzer for all biochemistry testing. The laboratory processed 2,800,000 tests in 2018/19.

#### **Hematology**

Has a managed service contract with Roche for the provision of full blood count and coagulation tests. The laboratory uses Sysmex XN-2000 for the analysis of full blood count and CS2500 for coagulation. The laboratory processed 570,000 tests in 2018/19.

## Haematology Clinical Activity

Clinical Activity 2018/19	
<b>New Patients</b>	1380
<b>Follow up patients</b>	11210
<b>Bone Marrow Trepines</b>	327
<b>Blood Films</b>	1560 (average 30/week)

Currently hematology inpatients are looked after by the general medical firms.

### Blood Transfusion

Has a managed service contract with Roche for the provision of blood group testing and antibody screen and identification. The laboratory uses Grifols Erytra for performed pre-transfusion testing. The laboratory processed 106,000 tests in 2018/19.

The department is MRHA compliant. A major project is underway to implement end to end blood tracking throughout the Lister site. A trust wide hospital blood transfusion committee is in operation and meets regularly. There is an active hospital transfusion team, supported by the consultant lead for transfusion, transfusion practitioners, biomedical scientists, and an administrator.

The workload activity 2018-2019 - Blood products issued:

**RBC units: 11978 Platelets units: 738 Frozen products: 1235**

### HODS Service

Since 1st May 2019 all haemato-oncology specimens are sent to the HODS service at UCLH.

### Anticoagulant and Thrombophilia Services

The pathology department provides a comprehensive service for the outpatient management of DVT and oral anticoagulation. There are outpatient services at Lister, Hertford County and New QEII sites. The department operates the Dawn anticoagulant computer programme which is linked to the Clinics Win path Laboratory Information System. Roche CoaguChek instruments are used in these clinics which are staffed by anticoagulant nurse practitioners.

### The Medical Staff

Blood Sciences Consultants	
<b>Dr Judith Hanslip</b>	Haematologist, Head of Department and Lead of Haemato-Oncology MDT
<b>Dr Xenofon Papanikolaou</b>	Haematologist and Lead for Myeloma and Blood Transfusion
<b>Dr Muhammad Hasan</b>	Haematologist and Lead for Haemostasis and Thrombosis
<b>Dr Adie Viljoen</b>	Chemical Pathologist
<b>Dr Scott Pereira</b>	Immunologist
Histopathology	
<b>Dr Ashish Narula</b>	Histopathologist & Pathology Clinical Director
<b>Dr Samita Agarwal</b>	Histopathologist
<b>Dr Waria Mohamid</b>	Histopathologist
<b>Dr Seema Angra</b>	Histopathologist & Head of Department
<b>Dr Kware Adu-Poku</b>	Histopathologist
<b>Dr Lisa Mears</b>	Histopathologist
<b>Dr Raj Swamy</b>	Histopathologist
<b>Dr Yasotha Thevacumar</b>	Locum Histopathologist
Microbiology	
<b>Dr Eleni Mavrogirou</b>	Microbiologist and Head of Department
<b>Vacant Post</b>	Microbiologist
<b>Vacant Post</b>	Microbiologist
<b>Vacant Post</b>	Microbiologist

### Administrative Support and Facilities

Administrative support will be made available to the post holder and the post holder will have access to a computer, telephone, internet facilities and dedicated office space

# Job Plan and Post Duties

## Job Plan

There will be an opportunity to review the job plan with the successful applicant. Job plans and on call are agreed on appointment with the Clinical Director. Job plans are then subject to review annually.

## Provisional Timetable

The Job Plan will be based initially on the provisional timetable outlined below until the joint review takes place. The Job Plan will be a prospective agreement covering all aspects of a consultant's professional practice.

## Week One

DAY	AM/ PM	TIME	WORK	CATEGORY	PAs
<b>MONDAY</b>	AM	08.30-12.30	HCH Clinic	DCC	1.00
	PM	13.00-17.00	Core SPA	SPA	1.00
<b>TUESDAY</b>	AM	08.30-12.30	Core SPA	SPA	1.00
	PM	13.30-19.00	UCLH (MDTs & Clinic)	DCC	1.375
<b>WEDNESDAY</b>	AM				
	PM	13.30-17.30	Lab Work	DCC	1.00
<b>THURSDAY</b>	AM	08.30-12.45	Patient/Clinic Admin	DCC	1.062
	PM	13.30-17.30	Lister Clinic	DCC	1.00
<b>FRIDAY</b>	AM	08.30-12.30	Lab Work	DCC	1.00
	PM	13.30-17.30	Lister Clinic	DCC	1.00
<b>At a variable time</b>					
<b>Out of hours/on call</b>			1:4 on call	DCC	1.485
				<b>TOTAL</b>	10.922

## Week Two

DAY	AM/ PM	TIME	WORK	CATEGORY	PAs
<b>MONDAY</b>	AM	08.30-12.30	HCH Clinic	DCC	1.00
	PM	13.00-17.00	SPA	SPA	1.00
<b>TUESDAY</b>	AM	08.30-12.30	Core SPA	SPA	1.00
	PM	13.30-19.00	UCLH (MDTs & Clinic)	DCC	1.375
<b>WEDNESDAY</b>	AM				
	PM				
<b>THURSDAY</b>	AM	08.30-12.30	Patient/Clinic Admin	DCC	1.00
	PM	13.30-17.30	Lister Clinic	DCC	1.00
<b>FRIDAY</b>	AM	08.30-12.30	Lab Work	DCC	1.00
	PM	13.30-17.30	Lister Clinic	DCC	1.00
<b>At a variable time</b>					
<b>Out of hours/on call</b>			1:4 on call	DCC	1.485
				<b>TOTAL</b>	9.86

### **On Call Availability**

The current on call frequency is 1:4 with a PA allocation of 1.485

### **Supporting Professional Activity**

The Trust standard is that two SPAs are allocated per post for a full time Consultant. 1.5PA's are allocated as core SPAs with the additional 0.5 (or more) being allocated for undertaking specific supporting activities within the department/Trust.

Consultants can choose to reduce their SPA to 1.5 if they do not wish to undertake specific activities required by the department. The activity undertaken during this 0.5 SPA time will be reassigned as DCC and must be agreed with the Clinical Director.

### **Travel between Sites**

Travel between Trust sites may be required

### **Cover for Colleagues**

Annual leave is arranged within the department of hematology, locums are not employed, and leave is arranged around on-call rotas. The successful candidate will be expected to cover for colleague's annual leave and other authorized absences.

# Person Specification

Requirements	Essential	Desirable	Measure
<b>Qualifications / Training</b>			
Entry on GMC Specialist Register or, be within 6 months of receipt of Certificate of Completion of Training (CCT) at time of interview or, provide GMC confirmed eligibility for entry on the Specialist Register	Y		Application Form
FRCPATH or equivalent	Y		
Postgraduate degree (or equivalent)		Y	
Royal College Fellowship		Y	
Evidence of being up to date and fit to practice safely, and aware of own training needs	Y		
<b>Previous Experience</b>			
Broad range of experience in Haemato-oncology	Y		Application Form
Fully competent in clinical and laboratory haematology		Y	
Experience of supervising undergraduates, doctors in training and other colleagues	Y		
Ability to offer and be accountable for full and independent expert diagnostic opinion	Y		
Can evidence leading on patient safety issues and achieving a change in practice	Y		
Demonstrates an interest and commitment to the specialty	Y		Interview
Published papers and original work in peer reviewed journals		Y	
Demonstrate an understanding of the basic principles of audit, evidence-based practice and clinical quality improvement initiatives		Y	
Demonstrable experience and participation in research		Y	
<b>Skills</b>			
Able to evidence engagement with clinical governance and the identification of errors and the learning from errors.	Y		Application Form
Evidence engagement with appraisal and revalidation	Y		
Able to show situational awareness and application of good decision making	Y		Interview
Ability to effectively teach clinical skills	Y		
Ability to critically appraise published evidence	Y		

<b>Knowledge</b>			
Demonstrate understanding of basic principles of audit, evidence-based practice, and clinical quality improvement initiatives	Y		Interview
Comprehensive knowledge and insight regarding all the domains within the GMC standards of Good Medical Practice	Y		
<b>Other requirements</b>			
Demonstrates an interest and commitment to the specialty	Y		Interview
Experience and evidence of engagement around the equality, diversity, and inclusion agenda. Able to actively support the development of a culture that recognises and promotes equality, values diversity, and actively leads by example in deploying these qualities. Understands the impact on equality, diversity, and inclusion issues in all aspects of service delivery and planning	Y		
Role model our Trust values every day	Y		
Understands and can demonstrate the values of the NHS constitution	Y		
Evidence of being up to date and fit to practice safely, and aware of own training needs	Y		