

CONSULTANT HISTOPATHOLOGIST
EAST SUSSEX HEALTHCARE NHS TRUST
*Incorporating the role of 'Lead Histopathologist for Cervical
Screening Histology'*

CONQUEST HOSPITAL SITE
10 Programmed Activities (Full-time)

INFORMATION PACK AND JOB DESCRIPTION

East Sussex Healthcare NHS Trust

East Sussex Healthcare NHS Trust (ESHT) provides acute hospital and community health services for people living in East Sussex and surrounding areas. Our trust serves approximately 525,000 people and employs over 6,000 staff.

Our services are mainly provided from two district general hospitals, Conquest Hospital and Eastbourne DGH which offer a comprehensive range of surgical, medical, and maternity services supported by a full range of diagnostic and therapy services.

Our vision at ESHT is to combine community and hospital services to provide safe, compassionate and high-quality care to improve the health and wellbeing of the people of East Sussex. We require individuals who are ready to join a highly professional team and make a real, lasting difference to our patients and our people.

Job Description

Job Title:	Consultant Histopathologist
Special Interest :	Lead Histopathologist for Cervical Screening Histology
Number of hours:	Full time (10 PAs) 0.5 SPA dedicated for commitment to role of 'Lead Histopathologist for Cervical Screening Histology'
Location:	Conquest Hospital
Professionally accountable to:	Chief Medical Officer
Responsible to:	Clinical Division Lead
Responsible Officer:	Chief Medical Officer, Governance

Job purpose/Appointment

This is a replacement post for a Consultant Histopathologist to the Department of Cellular Pathology in East Sussex Healthcare NHS Trust. The post-holder will play a full part in the provision of a diagnostic pathology service to the Trust and will be expected to contribute to the provision of a cancer pathology service for one or more anatomical

sites; to include gynaecological Histopathology; complementing the interests of the consultants already in post.

The appointee should have a wide experience in diagnostic histopathology and cytopathology (cellular pathology) and be willing to lead in the reporting of Gynaecological Histology as is fitting to the needs of the department.

The appointee will be based at Conquest Hospital, Hastings however this may change depending on service need.

Any candidate who is unable to work full-time for personal reasons 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 Local Consultant colleagues.

Key Speciality Information

The Head of Department is Dr Zainab Ali

All appointees are eligible to apply for the position of head of Department. This is agreed through a process of self-nomination and agreement amongst consultant colleagues following departmental discussion.

There is limited subspecialisation of reporting at present; however, there are system specific leads for cancer on each site; this information is detailed below.

Laboratory

The department is proudly UKAS accredited and IBMS approved for training. We currently process approximately 29,000 histology and 2000 diagnostic cytology samples per annum. The main site, located at The Conquest Hospital, Hastings, carries out specimen dissection, centralised tissue processing, microtomy, staining, immunohistochemistry, digital scanning, and diagnostic Cytology prep. The satellite site is based at Eastbourne DGH where specimen dissection occurs. Both sites offer a frozen section and immunofluorescence service.

Genomic testing in the NHS is being provided through a national testing network, consolidating, and enhancing the existing laboratory provision. The NHS long Term Plan is committed to creating a world class genomic testing resource for the NHS underpinning the NHS Genomic Medicine Service. The national genomic testing service is delivered through a network of seven Genomic Laboratory Hubs (GLHs), each responsible for coordinating services for a particular part of the country. ESHT is now utilising the full service of the Southeast Genomic Laboratory Hub led by Guy's and St Thomas' NHS Foundation Trust.

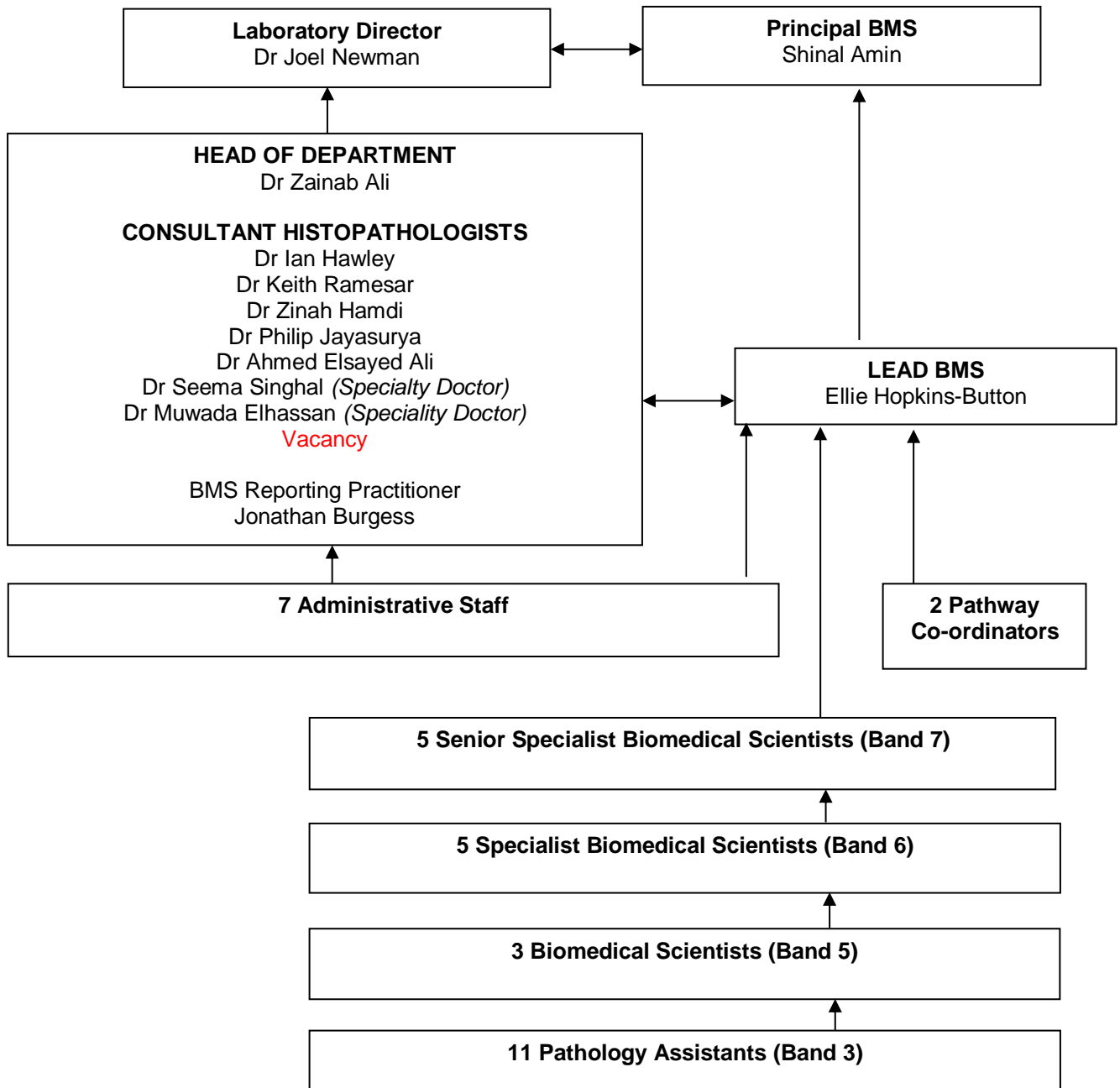
The department is part of a Managed Service Contract with modern equipment including ThermoScientific Excelsior AS Processors (with the facility to prepare large blocks when required); three Ventana Benchmark Ultra IHC modules which enable the laboratory to provide an immunohistochemical service to both sites with a wide range of antibodies available. HER2 testing is currently performed at the Kent HER2 testing service in Maidstone, although this is planned to be performed in house in 2024. The department has recently gone live with the SECTRA PACS digital reporting system, encompassing our three Hamamatsu Nanozoomer digital scanners, which are housed at the Conquest site. This marks the start of our two year roll out plan to become fully digitised for all specialities. Both sites offer a frozen section service. These are performed, normally by prior arrangement between the surgeon and the laboratory. Immunofluorescence is occasionally performed on skin biopsies, mainly in the investigation of vesiculobullous diseases.

ESHT forms part of the Sussex Pathology Network. This collaborative is in its infancy; and along with ESHT the network incorporates University Hospitals Sussex and Queen Victoria Hospital. We are working closely with our network colleagues, and we share a commitment to fulfilling the Network's maximum potential.

The Pathology Network has 4 major programmes of work:

- DAP–Digital Histopathology.
- LIMS–Laboratory Information Management System for reporting/requesting/info management.
- MES–a managed equipment service to access some benefits of scale and as a costs effective way to standardise and modernise all equipment.
- TOM–Target Operating Model, i.e. distributing the capacity across Sussex to maximise productivity, resilience, and access.

JOINT SITE CELLULAR PATHOLOGY ORGANISATIONAL STRUCTURE



Consultant Workload

Consultant workload is allocated using a Warwick workload allocation system (as described in J. Clin. Path 2006; 59:835-839), e.g. workload allocation per consultant on 10PA (8 DCC/ 2 supporting professional activities (SPA)) is equivalent to 200 WU/ week. An established double reporting system for cancer cases is in place to enhance quality assurance. The case mix is that normally seen in a district general hospital, with consultants taking an integral role in cancer MDTs. The key cancer sites are breast, colorectal, urological, haematological, and skin cancer. The department provides a

coronial post-mortem service and participation in this would be welcomed, although not compulsory.

WORKLOAD FIGURES

NHS Workload figures for 2019-2022

	2019	2020	2021	2022
<i>Surgical histopathology (excludes post mortem histology)</i> Specimen pots	28337	21639	26664	28725
<i>Non-gynae cytology (including FNA)</i>	1823	1377	1508	1672
<i>Post Mortems EDGH</i>	192	200	301	267
<i>Post mortems CQ</i>	352	442	285	394

Cytopathology

Gynaecological Cytology: The trust no longer reports cervical cytology. All samples are collected and forwarded to Berkshire and Surrey Pathology Service (BSPS) for reporting.

Non-Gynaecological cytology: The reporting of non-gynaecological cytology is shared between three of the Consultants.

The role of the lead Histopathologist for Cervical Screening Histology

(taken directly from the Cervical Screening Programme: Histopathology Reporting Handbook 2021):

- must be a consultant cellular pathologist registered on the General Medical Council (GMC) specialist register.
- has a job plan which takes account of this role and its time commitment.
- has satisfactory and appropriate participation in the RCPATH continuing professional development (CPD) scheme (check this at appraisal).
- meets programme standards for reporting cervical histology.
- participates in histopathology EQA schemes.

- undertakes the cervical screening histopathology eLearning module.
- works with the cervical screening provider lead and lead biomedical scientist to make sure the laboratory follows all national guidance related to cervical screening histology.
- advises on the implementation of new guidance or monitoring of new standards as published by the programme or RCPATH when appropriate.
- attends cervical screening MDT meetings (or where another pathologist attends, makes sure they meet programme standards in cervical histology reporting)
- is responsible for making sure the necessary pathology input is made for cases in the national audit of invasive cervical cancer.
- advises and participates in audits for the local programme relevant to their role.
- attends trust cervical screening business meetings (or makes sure that a deputy is present) where the performance of the local service will be monitored, and trust business issues are discussed.
- attends the local programme board meetings (multidisciplinary) or makes sure that a deputy is present, where the performance of the local service will be monitored, and local programme issues discussed.
- contributes as necessary to any quality reports given to the local trust cervical screening business meeting, programme board meeting or trust governance meeting.
- contributes to any annual reports relating to the local service.
- signs off the cervical histology data returns.
- is the primary medical contact within the department for cervical screening histology matters.
- makes sure that an appropriately experienced histopathologist undertakes a review of histological biopsies that are included in MDT meetings and invasive cancer audit.

Digital Pathology

Following on from the technical go live of the SPECTRA PACS system, clinical validation of digital reporting is currently underway in the department. This is being carried out on a speciality-by-speciality basis, following recommendations for validation by the RCPATH. The vision for future service provision includes improvements to diagnostic workflow, efficiency, improved service quality, faster access to ancillary testing and external second opinions, remote access, reduction in transportation and maximisation of skills within our network of partners (Sussex Pathology Network). Part of this vision is to offer the option of remote reporting for the histopathologist team at ESHT.

Information technology

The department currently employs the ISOFT APEX Laboratory Information Management System (LIMS) computer system, which holds the full textual records of all Histology and Cytology reports, dating back to 1988. The system is fully searchable for specific diagnoses using SNOMED coding. Records are transferred to the hospital E Searcher system, which provides the full patient record for all clinical specialities within the trust.

The department employs the TalkingPoint voice recognition software, with integrated Dragon Medical One speech engine, allowing for seamless report generation and authorisation from the same screen. Bighand digital dictation is also available in the department.

The department has ambitions to implement the Winpath Enterprise LIMS, provided by Clinisys, constituting a fully integrated, network wide instance of LIMS, providing a best of breed solution, which future proofs the department for the next decade. Go live is anticipated in March 2025.

Multidisciplinary Team Meetings

All Consultants participate in regular MDMs. Most MDMs are merged across both sites, for example Urology, gynaecology, Upper GI, Lower GI, and Lymphoma whilst some remain separate to each site, for example Breast.

MDMs are now conducted via MS Teams. The MDMs are divided fairly amongst the consultants with only one pathologist attending each meeting and limited sub-specialisation, although the system tends to cover the relevant MDMs:

Breast: Dr Ali (Eastbourne MDM) and Dr Hawley (Conquest MDM),

UGI / Colorectal: No cover currently

Colposcopy: Representation by our outsourcing providers

Gynaecological: No cover currently

Skin: Dr Ali

Lymphoreticular: Dr Ramesar.

Lung: No cover currently.

Urology: Dr Ramesar.

Existing Medical Staff, Department of Cellular Pathology

Eastbourne Site	Conquest Site
Dr Keith Ramesar	Dr Ian Hawley
Dr Zainab Ali	Dr Philip Jayasurya – NHS Locum

Dr Zinah Hamdi	Vacant Post
Dr Sleight – NHS Locum	
Dr Ahmed Elsayed Ali - NHS Locum	
Dr Seema Singhal (Speciality Doctor)	
Dr Muwada Elhassan (Speciality Doctor)	
Jonathan Burgess – Trainee BMS Reporting Practitioner (Skin)	

Senior Team

Job Title	Special Interest
Dr Hawley	Breast, BCSP
Dr Ali	Skin, Breast
Dr Ramesar	Urology, Lymphoma
Vacant	Gynaecological Pathology

Job Plan

Proposed Work Programme - Week (10 PAs)

Monday	a.m.	Flexible working covering cut-up, MDTs and reporting of Histological/ cytological specimens and SPA
	p.m.	Flexible working for MDT cover /reporting and SPA
Tuesday	a.m.	Flexible working covering cut-up, MDTs and reporting of Histological/ cytological specimens and SPA
	p.m.	Flexible working for MDT cover /reporting and SPA
Wednesday	a.m.	Flexible working covering cut-up, MDTs and reporting of Histological/ cytological specimens and SPA
	p.m.	Flexible working for MDT cover /reporting and SPA
Thursday	a.m.	Flexible working covering cut-up, MDTs and reporting of Histological/ cytological specimens and SPA
	p.m.	Flexible working for MDT cover /reporting and SPA
Friday	a.m.	Flexible working covering cut-up, MDTs and reporting of Histological/ cytological specimens and SPA
	p.m.	Flexible working for MDT cover /reporting and SPA

The job plan will be reviewed within one year of appointment (or sooner if required). Currently, the majority of Consultants have an allocation of 2 SPAs within their job plans; this role will be allocated an additional 0.5 SPA to allow for oversight of Cervical Screening Histology

Job Plans will be reviewed annually. Where it has not been possible to agree a Job plan or a Locum Consultant disputes a decision that they have not met the criteria required for pay progression in a given year a mediation process and appeal procedure are available. Full details of the mediation process and appeal procedure are available in the Mediation & Appeals Procedure - Consultants Contract and outlined in Schedule 4 of the Terms and Conditions which can be found on the NHS Employers web site.

Mortuaries

Both mortuaries are licensed by the Human Tissue Authority and have been inspected (2022). The HTA Designated Individual is David Garrett (Divisional Director of Operations, Core Services Division). Day to day management of the mortuaries is overseen by Mrs Deborah James.

Conquest: The mortuary was built in 1992 and was refurbished in 2012.

Eastbourne: The mortuary was refurbished in 2005 with further refurbishment in 2013.

The mortuary team consists of 4 qualified Anatomical Pathology Technologists (APT). There are also 3 Trainee Anatomical Pathology Technologists and 1 mortuary assistant.

All APTs work cross site and are experienced in all types of post-mortem examination, teaching and tissue donation activities.

East Sussex County Council hold a contract with the Trust who provides mortuary services for HM Coroner including post-mortem examinations. Participation in Coroners post-mortem examination is available and can be agreed at the discretion of the coroner and the appointee as these fall outside the NHS contract. Time shifting is in place to allow consultants to perform autopsies during normal working hours.

There is a contract in place with Great Ormond Street Hospital to provide the Trust with a perinatal autopsy service.

On Call

There is no formal out of hours on call system and the laboratory is closed at weekends.

Other Commitments

The Supporting Professional Activities will be used for non-clinical administrative duties, audit, research, clinical governance, teaching and training, and reflective practice.

Responsibilities of the Post

The post-holder will be managerially accountable to the Divisional Director of Operations, Mr David Garrett and professionally accountable to the Laboratory lead Dr Joel Newman. The successful candidate will be expected to agree a formal job plan with the Clinical Unit Lead and Chief Medical Officer indicating the number of programmed activities, within 1 month of taking up post.

The post-holder will be expected to cross-cover essential services when their Consultant colleagues are on leave.

Main Conditions of Service

- a. These will be in accordance with those approved by the Trust, as detailed in the Medical and Dental Terms and Conditions.
- b. Any consultant who is unable, for personal reasons, to work full-time will be eligible to be considered for this post. If such a person is appointed, modification of the job plan will be discussed on a personal basis in consultation with consultant colleagues.
- c. The appointment is subject to a satisfactory medical report from the Trust's Occupational Health Consultant.
- d. Disclosure and Barring Service checks will be undertaken.
- e. You will be paid in accordance with the Terms and Conditions for Consultant Medical Staff, and assimilated to the salary scale taking account of all relevant Consultant service.
- f. Annual Leave must be applied for at least 6 weeks in advance and approved by the Clinical Unit Lead. The annual entitlement is 32 days per year.

All medical staff under contract to East Sussex Healthcare NHS Trust will comply with local policies and procedures, copies of which are available on the Trusts Internet site, from the Human Resources Department or from the Clinical Unit General Manager. In addition, medical staffs are required to attend all relevant Mandatory training sessions.

Special Duties Required of this Post

CLINICAL GOVERNANCE

The appointee is expected to be committed to the improvement of quality of clinical care in the Clinical Unit and to participate in incident reporting, risk management and Clinical Unit Governance Meetings.

APPRAISAL

The appointee is expected to compile an annual portfolio with evidence of continuing professional development in accordance with the Trust's appraisal process. They will be expected to participate in annual appraisal by the designated consultant and to produce a personal development plan which will be shared with the Medical Director and Chief Executive. The appraisal process will also be part of the information used to revalidate Consultants by the GMC.

AUDIT

The appointee will be expected to actively participate in audit. They will be expected to initiate and supervise audit projects related to their particular sub-speciality interest. They will liaise with the audit speciality Lead Consultant. All audit projects, including Trust directed audit are approved by the Clinical Effectiveness and Audit Committee. Participation in national audit is encouraged.

RESEARCH

Research and Development is fundamental to patient safety. Research and development activities are an important use of SPA time. Any time within job plans allocated to R&D should be evidenced in terms of agreed high quality outputs and linking to personal objectives around appraisal.

CONTINUOUS PROFESSIONAL DEVELOPMENT/CONTINUOUS MEDICAL EDUCATION

Taking study leave is a necessary part of Continuing Medical Education/ Continuing Professional Development. Application for study leave must be submitted six weeks prior to the dates requested. There is a study leave entitlement of 10 days a year or 30 days over any three year period. Study leave is agreed by the Clinical Unit Director and should be linked to the individual's personal development plan. Evidence of CME participation will become part of the potholder's portfolio.

Visits to other hospitals/working with colleagues are encouraged as an important part of CPD.

TEACHING

The post holder will be expected to participate in clinical teaching of undergraduate and junior medical staff within their supporting Professional Activities as required by the Clinical Unit. If there is a specific interest or need, a more extensive teaching role can be developed within the Clinical Unit structure and under the direction of the Specialty College Tutor. The Brighton and Sussex Medical School, which opened in 2003, will present opportunities for participation in undergraduate education. There will also be opportunities for Senior Lecturer posts, in some specialities, to be offered in the future.

GENERAL DESCRIPTION OF TRUST AND SERVICES

About the Trust

East Sussex Healthcare NHS Trust provides NHS hospital and community services throughout East Sussex. We provide our services at two district general hospitals, Conquest Hospital and Eastbourne District General Hospital, at community hospitals in Bexhill, Uckfield, and Rye, at a number of clinics and GP surgeries, and in people's homes.

Patients come first at East Sussex Healthcare NHS Trust.

We work in partnership with commissioners, other providers, our staff and volunteers as part of a locally focused and integrated network of health and social care in the county.

Our vision

To combine community and hospital services to provide safe, compassionate, and high quality care to improve the health and wellbeing of the people of East Sussex.

Our strategic objectives

Safe patient care is our highest priority. We will provide high quality clinical services that achieve and demonstrate optimum clinical outcomes and provide an excellent care experience for patients.

All ESHT's employees will be valued and respected. They will be involved in decisions about the services they provide and offered the training and development that they need to fulfil their roles.

We will work closely with commissioners, local authority, and other partners to plan and deliver services that meet the needs of our local population in conjunction with other care services.

We will operate efficiently and effectively, diagnosing and treating patients in timely fashion and expediting their return to health.

We will use our resources efficiently and effectively for the benefit of our patients and their care to ensure our services are clinically, operationally, and financially sustainable.

Our Values

Our Values with the involvement of many people from across the organisation are:



Our services in East Sussex

We are proud to provide acute hospital and community health services for people living in East Sussex. We also provide an essential emergency service to the many seasonal visitors to the county every year.

Around 525,000 people live in East Sussex and we are one of the largest organisations in the county. We employ 6,519 dedicated staff with an annual turnover of £356million.

We operate two district general hospitals, Conquest Hospital and Eastbourne District General Hospital, both of which have Emergency Departments and provide care 24 hours a day.

Between them they offer a comprehensive range of surgical, medical, and maternity services supported by a full range of diagnostic and therapy services.

At Bexhill Hospital we provide outpatients, day surgery, rehabilitation and intermediate care services. Outpatient services and inpatient intermediate care services are also provided at Rye, Winchelsea and District Memorial Hospital.

We provide intermediate care services jointly with East Sussex County Council Adult Social Care at Firwood House in Eastbourne.

Our staffs provide care in patients' homes and from a number of clinics and health centres, GP surgeries and schools.

Services based outside hospitals include the Integrated Community Access Point (ICAP) and the Integrated Night Service, Community Nutrition and Dietetics, Speech and Language Therapy Service for Adults, Occupational Therapy, Physiotherapy, Podiatry, Wheelchair and Special Seating Services, Diabetic Retinopathy and Sexual Health including contraception services.

We provide services which focus on people with long term conditions including Neighbourhood Support Teams covering falls prevention, community nursing, joint community rehabilitation, early supported discharge, and specialist nursing.

Other services such as the Macmillan Palliative Care Nurse Specialists, Community Continence Advisory, Community Heart Failure, Tissue Viability, Diabetes Specialist Nursing, Respiratory and MS Nurse Specialist also provide support to our patients in the community.

Services for children are offered including Health Visiting and the Safeguarding Children Team and Looked after Children Team.

We provide a range of more specialist services in the community and these include the Emergency Dental Service, Medicines Management, Pharmacy Team and Special Care Dental Service.

Our last year

- 150,000 attendances at our Emergency Departments
- 2,939 babies were born in our hospitals
- 50,000 people had planned surgery, 90% of these were day cases
- 24,000 cancer referrals were made to us
- 420,000 outpatient appointments, of these over 285,000 were consultant-led
- 290,000 x-ray and scans
- 1,200,000 calls were answered by our switchboard teams

For further information visit the Trust website www.esht.nhs.uk

Or please contact:

Dr Zainab Ali (Head of Department) on 0300 133 4684 (ext. 771157)

Dr Keith Ramesar on 0300 133 4684 (ext. 771156)

Dr Ian Hawley on 0300 133 4916

Person Specification

Attributes	Essential	Desirable
Qualification Higher Qualifications Registration	MB BS or equivalent Fellowship of Royal College of Pathologists or equivalent Full and specialist registration (and a licence to practise) with the General Medical Council (GMC) (or eligible for registration within six months of interview)	MD or equivalent BSE accreditation
Training and experience	Applicants that are UK trained should have wide experience in all aspects of Histopathology and Cytology, culminating in the award of a CCT or be within six months of award of CCT by date of interview. Applicants must have subspecialty experience in gynaecological histopathology. Applicants that are non-UK trained; they will be required to show evidence of equivalence to the UK CCT	Experience as a Lead Histopathologist for Cervical Screening Histology
Administration Management	Understanding of Laboratory management Evidence of participation in staff management. Understanding of recent initiatives and changes, including Clinical Governance and Appraisal	Management course and/or qualifications Knowledge of the structure of Health Service

	Able to demonstrate leadership capability within multi-disciplinary teams	
Audit Research and Publications	Thorough understanding of principles of medical audit Understanding of the role of research	Completion and/or Publication of audit projects Experience of clinical research culminating in presentation and publication of original studies, review articles, etc, relevant to speciality Ability to lead clinical research project
Personal skills Personal attributes	Effective communicator, able to work in a multi-disciplinary team Leadership qualities Familiarity with information technology and general computer skills. Ability to work with colleagues in other specialities to develop local services. Professional attitude towards work Good record of attendance	Good presentation skills Demonstration of initiated projects Specific attributes for post UK Driving Licence
Teaching	Enthusiasm for teaching medical students, nursing staff and other professional groups	Educational qualification