

Job title:	<b>Consultant Cellular Pathologist, special interest in Gynaecological Pathology</b>
Division:	Pathology, Cellular Pathology
Board/corporate function:	Medicine Board
Salary band:	Consultant
Responsible to:	Dr Mary Falzon (Clinical Head of Department and Divisional Clinical Director, Pathology)
Accountable to:	Dr Charles House (Medical Director, Medicine Board)
Hours per week:	Full time, 10PAs
Location:	Cellular Pathology Department

### University College London Hospitals NHS Foundation Trust

University College London Hospitals NHS Foundation Trust (UCLH) is one of the most complex NHS trusts in the UK, serving a large and diverse population.

We provide academically led acute and specialist services, to people from the local area, from throughout the United Kingdom and overseas.

Our vision is to deliver top-quality patient care, excellent education and world-class research. We provide first-class acute and specialist services across eight sites:

- University College Hospital (incorporating the Elizabeth Garrett Anderson Wing)
- National Hospital for Neurology and Neurosurgery
- Royal National Throat, Nose and Ear Hospital
- Eastman Dental Hospital
- Royal London Hospital for Integrated Medicine
- University College Hospital Macmillan Cancer Centre
- The Hospital for Tropical Diseases
- University College Hospitals at Westmoreland Street

We are dedicated to the diagnosis and treatment of many complex illnesses. UCLH specialises in women's health and the treatment of cancer, infection, neurological, gastrointestinal and oral disease. It has world class support services including critical care, imaging, nuclear medicine and pathology.

The **UCLH Pathology Division** is one of six Divisions in the Medicine Hospital Board, which is one of three Boards in the Trust, each headed by a Medical Director. The Medical Director is Dr Charles House.

Within the Pathology Division there are four Divisions, one for each of the main disciplines, and they are led by Clinical Heads of Service. They provide professional

leadership and are responsible for the service co-ordination and delivery of the clinical services across the Trust. The Clinical Heads of Service are appointed by the Divisional Clinical Director of Pathology (currently Dr Mary Falzon) and are accountable to her. The Divisional Clinical Directors are appointed by the Medical Director.

The **Cellular Pathology Division** consists of Histopathology, Cytology, and the Mortuary. It is an integrated NHS and academic facility. Its prime objectives are to provide hospital clinicians and general practitioners with a speedy, high quality diagnostic Histopathology and Cytopathology service, to carry out research, and to provide a modern teaching programme to medical students and postgraduates. The department has full CPA accreditation and is approved for training purposes by the Royal College of Pathologists. UKAS ISO 15189:2012 accreditation was achieved in July 2017, followed by satisfactory surveillance visits. The laboratory as part of Health Services Laboratories, participates in all the appropriate national EQA schemes, and has an ongoing quality management programme. The senior medical staff participate in local and/or national EQA schemes relevant to their diagnostic practice.

Histopathology and Cytology are situated at 60 Whitfield Street. There are body storage facilities at UCH and Queen Square sites, but autopsies are carried out at the post mortem room for the Trust in the new UCH, Euston Road. Each unit has a separately identified budget.

The laboratory services are managed by the joint venture company Health Services Laboratories (HSL) that has established collaboration with UCLH, the Royal Free Hospital and TDL (The Doctors' Laboratory). The laboratory staff and a number of A&C staff are HSL personnel.

The academic department has an additional site at the Royal Free Hospital in Hampstead, and also has access to modern research facilities in the Cancer Institute in the Paul O'Gorman Building, Huntley Street, where some of its research groups are based.

## **Job Purpose**

University College London Hospitals is seeking to appoint a full time (10PAs) substantive Consultant in **Gynaecological Pathology**.

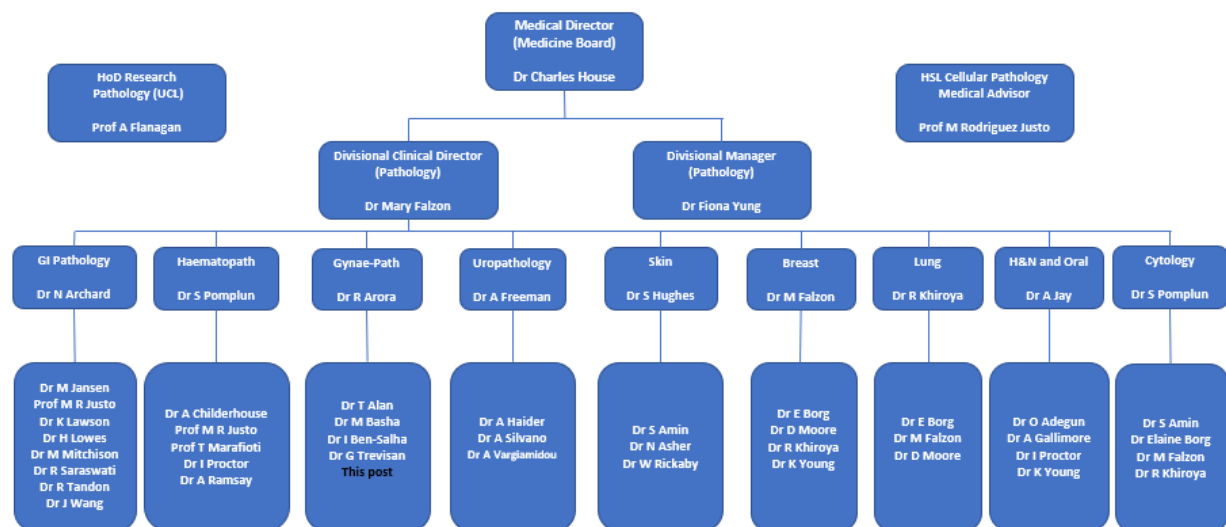
The post holder will be expected to show commitment to high quality patient care, innovative service models, delivery of performance targets, and excellence in education/training and research. The post holder will be expected to have experience of dealing with complex tertiary referral cases and have worked at a specialist centre. The post holder will be required to attend and present cases at weekly MDT meetings and report gynaecological frozen sections per rota. Consultants also need to be available for dealing with queries in their specialist field from a wide variety of clinical and other staff.

There is no on-call commitment and participation in the post mortem rota, although non-essential, it is desirable.

## **Key Working Relationships**

The post-holder will be accountable to Dr Mary Falzon, Divisional Clinical Director of Pathology via the Gynae-pathology speciality lead, Dr Rupali Arora. The post is within the Pathology Division of the Medicine Clinical Board currently led by Dr Charles House.

The current Research Head is Professor Adrienne Flanagan. Within HSL there is a Head of Cellular Pathology Laboratory (Mr David Allen Brown and Mr N Byron) and a Head of Laboratory Cytology (Cherlehan Etman). There is a Safety Officer with responsibility for safety within the department. The current HSL/NHS Safety Officer is Stephen Dawodu, who is also the Laboratory Manager.



## Key Results Areas

This is a full time post, and the successful applicant will join a team of 5 Consultants in providing a high quality diagnostic reporting gynaecological pathology service. The post will include support for gynae oncology and colposcopy MDTs. There is no on-call commitment and participation in the post mortem rota, although non-essential, is desirable.

## Main Duties and Responsibilities

The post will be available from 1<sup>st</sup> May 2024. The appointee will be expected to take on the duties of a specialist working in gynaecological pathology. The successful candidate will be expected to assist in providing a diagnostic service to UCL Hospitals and to other hospitals/departments that refer cases for expert opinion. The appointee will be expected to provide frozen section diagnosis for complex gynaecological cases and take part in the cervical screening program histology reporting per rota. Experience in complex gynaecological cancer cases including pelvic exenteration, ovarian cancer

debulking, high grade endometrial cancer, cervical cancer resections and vulval /vaginal resections is desirable.

The department's routine workload of gynaecological pathology includes a broad spectrum of screening and diagnostic cases referred from the network, national and international referral cases. The department has acquired contract to deliver diagnostic pathology services to Whittington hospital. The Whittington gynae pathology diagnostic work and MDM cover is included in workings of the UCLH gynae pathology team. This is a great opportunity for pathologists who wish to consolidate diagnostic skills in this area as well as use their knowledge of immunohistochemical and molecular techniques.

The diagnostic annual workload of gynaecological pathology (including referral cases) is over 4,500 cases/year, providing a unique opportunity for pathologists to enhance their diagnostic skills in view of establishing a career with special interest in gynaecological pathology.

In order to support the diagnostic process across all specialities, the department has access to the extensive range of immunohistochemical stains available at HSL Advanced Diagnostics, as well as PCR, FISH, and molecular genetic analysis. Experience in molecular diagnostics for gynaecological cancer is desirable.

The Consultants in the department are involved in collaborative research projects with clinical teams at UCLH and with biomedical researchers at University College London. The different sub-specialists actively participate in various multi-centre clinical trials and there are a number of ongoing and proposed research projects. The appointee will be encouraged to participate in research and development, and time (SPA) will be available for this. Experience in gynaecological cancer research is desirable.

As well as the specialist work, the department has a general rota for post-mortems (approximately 1 week in 10) and for "duty pathologist" cover. The latter involves being available to deal with emergency frozen sections that arrive when no-one from the specialist team concerned is in the department, and dealing with occasional specimens that cannot be allocated to a specific specialist team. It is expected that the appointee participates in the "duty pathologist" rota (approximately 1 in 10).

## **Trainee pathologists**

UCLH is a training centre with 8-10 pathology trainees at any one time and a comprehensive training programme that covers most pathology specialities. The trainees include Academic Clinical Fellows. In addition, there are frequent visitors to the department from the UK and abroad. The Consultants in all specialities are an integral part of the training programme and are expected to oversee the trainees' cut-up and reporting as well as arrange formal teaching sessions in their speciality. The department is also involved in teaching undergraduate medical students and other groups such as BSc students, biomedical scientists, and nurse specialists. The appointee will be involved in teaching and training.

There are eight trainee posts in the department that are part of the London (North) Deanery's Training Scheme for Histopathology Speciality Trainees, rotating with the

Royal Free Hospital, the Whittington Hospital, and the North Middlesex Hospital. In addition is one Head & Neck/Oral Pathology speciality trainee from the Dental Deanery and two ST1 posts. The department regularly has visitors from overseas.

The lead educational supervisor is Dr Ian Proctor, ST1 Lead Supervisor is Dr R Saraswati. There are in total 7 Educational Supervisors: Dr Ian Proctor, Dr Imen Ben Salha, Dr Ruma Saraswati, Dr Sian Hughes, Dr Reena Khiraya, Dr Kay Lawson and Dr Amrita Jay.

## Clinical Governance

Clinical governance is assuming ever greater importance within the NHS and there is strong emphasis on this area within UCLH. The appointee will be expected to contribute and participate in governance activities in depth and breadth. A strong desire to improve governance standards is essential and participation in the departmental audit programme will be expected. The post-holder must have full and specialist registration and hold a licence to practise with the GMC or be eligible for registration within six months of interview.

The post-holder will comply with the Trust's clinical governance requirements and participate in related initiatives where appropriate. This will include participating in clinical audit and review of outcomes, working towards achievement of national and local performance management targets, complying with risk management policies, and participating in the Trust job planning and appraisal processes.

The appointee will have an overriding duty of care to patients and is expected to comply fully with best practice standards. There is 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 this; and questions will be asked at annual appraisal about application of practice measures known to be effective in reducing HCAI.

Below is an outline programme of how a typical week might be arranged. The successful candidate will be expected to discuss and agree a detailed job plan including personal and professional objectives with the Clinical Head of Service within 3 months of the start date. The appointee may be required to undertake a prospective diary exercise to inform this process.

### Draft job plan – Consultant in Gynaecological Pathology

	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>Morning 9am - 1pm</b>	DPA (reporting & cut-up)	DPA (reporting & cut-up)  Colp MDM	DPA  Reporting & cut up  Frozen section	DPA  Reporting & cut up  Frozen section	DPA (reporting & cut-up)  Frozen section

<b>Afternoon 1pm – 5pm</b>	DPA Reporting and cut up  (preparing for Colp MDT)	DPA (Gynae onc MDT)	DPA Reporting and cut up  SPA	SPA  Admin	SPA  Audit/admin
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The job plan will be reviewed on an annual basis as part of the departmental appraisal process. All job plans must be approved by the Divisional Director, and both a successful appraisal and a signed-off job plan are required for pay progression. In the event of a dispute, or where a job plan cannot be agreed with the departmental head(s), the matter is taken initially to the Divisional Director. If the issue cannot be resolved at this level then the next step is to involve the Medical Director. In the rare case where the Medical Director cannot resolve the matter, the Trust Board will act as the final arbiter.

The appointee is expected to participate in clinical audit, CPD and in relevant external quality assurance schemes. All doctors and dentists are required to undergo an annual appraisal and doctors are required to keep and maintain a portfolio of evidence to support the appraisal process to meet the requirements of revalidation as set out by the General Medical Council. UCLH Trust has specific policy and procedure to ensure that all doctors and dentists undergo annual appraisal in accordance with good human resource practice that UCLH complies with the revalidation agenda, both in relation to supporting our medical and dental staff to build up their evidence for revalidation as part of the appraisal process and to meet the required timetable. Prof Tony Mundy is the Responsible Officer and Dr Mary Falzon is the Associated RO for the Medicine Division

The post-holder will be provided with administrative and secretarial support shared with the rest of medical staff, from the departmental administrator and secretary. Appropriate IT support and workstation facilities will also be provided.

## Other

The job description is not intended to be exhaustive, and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the post holder.

Any Consultant who is unable for personal reasons to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with consultant colleagues.

## Our Vision and Values

The Trust is committed to delivering top quality patient care, excellent education, and world-class research.

We deliver our vision through [values](#) to describe how we serve patients, their families and how we are with colleagues in the Trust and beyond.

**We put your [safety](#) and wellbeing above everything**

Deliver the best outcomes	Keep people safe	Reassuringly professional	Take personal responsibility
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**We offer you the [kindness](#) we would want for a loved one**

Respect individuals	Friendly and courteous	Attentive and helpful	Protect your dignity
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**We achieve through [teamwork](#)**

Listen and hear	Explain and involve	Work in partnership	Respect everyone's time
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**We strive to keep [improving](#)**

Courage to give and receive feedback	Efficient and simplified	Develop through learning	Innovate and research
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## Person Specification

**Post Title:** Consultant Cellular Pathologist with special interest in Gynaecological Pathology

**Division/Directorate:** Pathology/Medicine

**Programmed Activities:** 10PAs, substantive consultant

Requirements	Essential	Desirable	Assessment Criteria			
			A	I	R	T/P
<b>Knowledge and Qualifications</b>	<p>FRCPATH or equivalent.</p> <p>Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC) or be eligible for registration within six months of interview.</p> <p>Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within <u>six</u> months of award of CCT by date of interview.</p> <p>Applicants that are non-UK trained; they will be required to show evidence of equivalence to the UK CCT.</p> <p>MBBS or equivalent.</p>	MD or PhD	x	x	x	
<b>Experience</b>	<p>Evidence of completed training programme in Cellular Pathology.</p> <p>Specialist experience in gynaecological pathology</p>	Specific experience at a Consultant level in reporting of tertiary referral cases.	x	x	x	
<b>Clinical Governance Management &amp; IT</b>	Participation in clinical audit and attendance at appropriate courses.	Proven and published audits.	x	x	x	



<b>Teaching and Research</b>	<p>Ability to teach pathology to trainees, undergraduate medical students, and biomedical scientists.</p> <p>Willingness to participate in research and clinical trial work.</p>	<p>Able to collaborate in an active research programme.</p> <p>Record of completed research.</p> <p>Published peer-reviewed papers in sub-speciality areas</p>	<b>x</b>	<b>x</b>	<b>x</b>	
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Requirements	Essential	Desirable	Assessment Criteria			
			A	I	R	T/P
<b>Personal and people development</b>	<p>Ability to communicate with clarity and intelligently in written and spoken English; ability to build rapport, listen, persuade/ negotiate.</p> <p>Ability to work flexibly within specialist teams, to take responsibility, lead and make decisions where appropriate.</p> <p>Ability to see patients as people, ability to empathise and work co-operatively with others.</p>	Able to be a dynamic team member within the department and to contribute broadly to the running of the department.	<b>x</b>	<b>x</b>	<b>x</b>	

A= Application Form

I= Interview

R-References

T/P=Test/Presentation