

Job Description

Job title:	Consultant Medical Oncologist – Sarcoma
Division:	Cancer
Board/corporate function:	Surgery and Cancer Board
Salary band:	Consultant
Responsible to:	Divisional Clinical Director
Accountable to:	Medical Director
Hours per week:	2 PAs
Location:	UCLH

University College London Hospitals NHS Foundation Trust

University College London Hospitals is seeking to appoint a 2 session Consultant Medical Oncologist in Sarcoma. UCLH has a commitment to high quality patient care, innovative service models, delivery of performance targets, and excellence in education/training.

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 ENT and Eastman Dental Hospitals
- Royal London Hospital for Integrated Medicine
- University College Hospital Macmillan Cancer Centre
- The Hospital for Tropical Diseases
- University College Hospital at Westmoreland Street
- University College Hospital at Grafton Way Building

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.

In 2008, a new academic health science partnership – known as UCL Partners (UCLP) – was formed, supporting over 3,500 scientists, senior researchers and consultants, with a combined annual turnover of around £2 billion. By pooling resources and expertise, UCL Partners, which together treats over 1.5 million patients every year, will be able to produce more world-class research in key areas, including cancer and heart disease, and deliver the benefits more rapidly to patients.

UCLP comprises five of London's biggest and best known hospitals and research centres:

- UCL (University College London)
- Great Ormond Street Hospital for Children NHS Trust (GOSH)
- Moorfields Eye Hospital NHS Foundation Trust
- Royal Free London NHS Foundation Trust
- University College London Hospitals NHS Foundation Trust

Cancer Centre

The Trust's purpose-built University College Hospital Macmillan Cancer Centre houses outpatients and day care cancer services, a dedicated teenage and young adult cancer service, and a private patients' facility run by HCA International.

The 5-storey building has been designed with the needs of patients and modern cancer care in mind, with an abundance of natural light, open spaces and a rooftop garden that is open to all. To ensure that the building is truly patient-focused, patients have been involved in both the design of the building and how the services within it operate.

The services we provide

UCLH provides high quality accident and emergency, general medical and general surgical services to the people who live, work and visit north central London. In addition, the hospital group is home to many specialist services, which attract patients from all over the UK.

Some of the key services are:

- ◆ Cancer services
- ◆ Infectious diseases
- ◆ Neurosciences
- ◆ Oral health
- ◆ Women's health.

Our Staff

The Foundation Trust has a combined staff of over 8,000. Around 19% are doctors and dentists, 34% nurses or midwives; 14% are allied healthcare professionals; 9% are scientific and technical staff, and the remainder clinical and general managers and support staff. Key services such as catering, portering and domestic services are provided by private sector partners.

Our Patients

Every year we treat close to 100,000 patients in hospital, either as inpatients or day cases. We also see nearly 700,000 outpatients per year. The majority of our patients are from our closest health authority areas: Camden, Islington, Kensington, Chelsea, Westminster and Haringey and the north Thames area in general.

Further information about the Trust, its strategic direction and hospitals can be found on the Trust's Website: www.uclh.nhs.uk

Visits to the Hospitals

General enquiries, about the job or for an informal discussion about this post should be directed to Dr Rebecca Roylance, Consultant Medical Oncologist and Clinical Lead (r.roylance@nhs.net) Dr Kirit Ardeshta, Divisional Clinical Director, Cancer Services, (kirit.ardeshna@nhs.net)

University College Medical School

The Trust is closely associated with University College London (UCL), London's global, multi-faculty university. UCL Medical School (UCLMS) is one of the highest rated medical schools in the country and is a Division within the Faculty of Medical Sciences, UCL School of Life and Medical Sciences (SLMS). www.ucl.ac.uk/slms

The academic activity of SLMS is delivered by four Faculties: Brain Sciences, Life Sciences, Medical Sciences and Population Health Sciences. Activity is largely centred on 3 main sites - the Bloomsbury Campus, the Royal Free Campus and the Whittington Campus. Associated hospitals include Eastman Dental Hospital, Great Ormond Street Hospital for Children, Moorfields Hospital' University College Hospitals (including the National Hospital for Neurology and Neurosurgery), Royal Free Hospital and Whittington Hospital. There are also strong academic links with many other NHS Trusts in Greater London and the South East.

UCLMS provides the curriculum and overview of the teaching for the medical undergraduates. It also offers a wide range of graduate programmes and houses many interdisciplinary research teams. The Medical School has consistently received one of the highest ratings in the UK in the HEFCE research assessments undertaken during the last 12 years.

The Trust has an arrangement with the Medical School to provide clinical teaching for the MBBS undergraduate programme, for which purpose it receives NHS funds from the Service Increment for Teaching (SIFT).

The successful candidate for this Consultant post will be eligible to become an Honorary Clinical Senior Lecturer of UCLMS on the understanding that he/she will participate in undergraduate teaching, including acting as an examiner, and support and facilitate research activities in UCLMS. He/she will take direction in these activities, via the appropriate e-academic lead. The agreement to define the Honorary Senior Lecturer's responsibilities and associated programmed activities in relation to teaching time and research will be negotiated jointly between the post holder, the Medical School (via the Vice-Dean/Campus Director) and the NHS Trust. It will form part of the successful candidate's job plan. The award of the Honorary Senior Lecturer contract will be dependent upon a formal application being submitted to UCL Medical School in accordance with the Honorary Appointments procedures which can be downloaded from <http://www.ucl.ac.uk/medicalschoo/vacancies/>, and is available on a 4-yearly renewable basis subject to satisfactory performance in the academic activity undertaken.

The annual consultant appraisal procedure will include review of teaching performance, and consideration will be given to joint academic appraisal of the consultant staff/honorary senior lecturers, in the same way as for the clinical academics/honorary consultants.

Division of Medical Education (DoME)

The Royal Free and University Medical Schools' Division of Medical Education (DoME) was established in November 2006. The objectives of DoME are to support the seamless high

quality education of medical students from admission to graduation, to enhance the status of learning and teaching within the medical school and to support and advise on the relevant facilities and resources underpinning medical education.

Academic Centre for Medical Education (ACME)

The Academic Centre for Medical Education (ACME) is a Research Department within DoME and was established to co-ordinate and support developments in medical education within the Faculty of Biomedical Sciences. ACME draws together a wide range of academic and clinical staff to shape and contribute to the Undergraduate and Postgraduate curriculum at RF&UCMS.

Undergraduate Teaching

There is an annual intake of approximately 340 medical students. Students are taught on 3 sites UCL, Royal Free and Whittington Hospitals. All members of staff are expected to participate in the teaching programme and duties.

Surgery and Cancer Clinical Board / Cancer Division

The services provided by UCLH are managed through three Clinical Boards – Medicine, led by Medical Director Dr Charles House; Surgery and Cancer, led by Medical Director Professor Geoff Bellingan and Specialist Hospitals, led by Medical Director Dr. Tim Hodgson. The Corporate Medical Director, Professor Tony Mundy, has responsibility for corporate clinical governance, research and development, and education functions.

The Medicine Board provides services largely based in the UCH Tower, including high quality accident and emergency and general medical and general surgical services to people who live, work and visit North Central London. These services are managed through 6 clinical divisions, each headed by a Divisional Clinical Director and Divisional Manager – emergency services, medical specialties, infection, critical care, pathology and clinical support.

The Specialist Hospitals Board manages services both at UCH and at other sites, also managed through 6 divisions, each with a Divisional Clinical Director and Divisional Manager: Queens Square (National Hospital for Neurology and Neurosurgery and Royal London Hospital for Integrated Medicine), Women's Health (Elizabeth Garrett Anderson wing of University College Hospital), Child Health and the Royal National ENT and Eastman Dental Hospitals

The Surgery and Cancer Board provides services based in the UCH Tower, UCH at Westmoreland Street and the UCH Macmillan Cancer Centre, with 5 divisions, each with a Divisional Clinical Director and Divisional Manager: Cancer, Surgical specialties, Gastrointestinal services, Imaging and Theatres and Anesthesia

The Cancer Division

The Cancer Services Division is managed jointly by Dr Kirit Ardeshta (Divisional Clinical Director) and Ms Lois Roberts (Divisional Manager). The division is responsible for:

- Clinical haematology
- Oncology
- Chemotherapy
- Radiotherapy

- Proton Beam Therapy (PBT)
- UCH Macmillan Cancer Centre
- Cancer Clinical Trial Unit

Working closely with the UCL Cancer Institute, the division is implementing a programme of change and investment to make UCL and UCLH one of the top cancer centres in Europe. The UCLH Board of Directors supported this strategy with agreement to invest £100million in a new cancer centre, which has been built directly opposite the Cancer Institute in Huntley Street. This strategic programme of work will ensure that clinical research, clinical outcomes, pathways and waiting times, partnerships, productivity and profitability and the patient environment and experience will all be developed to match the aspirations of the Trust and UCL for cancer services. UCLH was designated as one of the two proton therapy sites in the UK and this opened in 2021. The development of effective clinical partnerships and cancer patient pathways with other Trusts within the new provider network, London Cancer (www.londoncancer.org), is a crucial component of this Cancer strategy.

Clinical haematology (Lead clinician Dr Kirsty Thomson) has 98 in-patient beds, all single rooms with ensuite facilities on levels 14 and 16 of the University College Hospital and in the new Grafton Way Building. Outpatient and daycare facilities are shared with the oncology directorate. There are active clinical and research programmes in leukaemia, lymphoma, myeloma, transplant, clotting and TTP, red cell and anti-coagulation. The directorate works closely with laboratory haematology services, which are managed as part of the clinical support division. There is a cellular therapy unit provides accredited facilities to support the department's ambitious programme in stem cell harvests, gene therapy and immunotherapy. In December 2015 the malignant haematology service from the Royal Free Hospital was integrated with and transferred to UCH. This is now one of the largest in Europe Haematology services in Europe

The Oncology inpatient facility (Clinical lead Dr Rebecca Roylance) consists of 42 beds all located on level 13 of University College Hospital tower. The department's outpatient and day case facility is shared with clinical haematology in the UCH Macmillan Cancer Centre which, as detailed above, provides a comprehensive range of clinical and supportive treatments and support. The department employs medical and clinical oncologists working in cancer MDTs across the whole of UCLH. The team is supported by around 20 middle grade registrar trainees and 15 oncology speciality doctors across all sub specialties.

The radiotherapy directorate (Lead Clinician for Radiotherapy Dr Naomi Fersht, Lead Clinician for Proton Beam Therapy Dr Yen-Ching Chang) is located on level -2 of University College Hospital, undertaking 2000 new courses of treatment per year. Equipment includes 5 Varian linear accelerators, all with multileaf collimators and portal vision and some with respiratory gating and onboard imaging. There is a high dose rate microselectron unit, and planning equipment (CT simulator as well as access to CT PET equipped to match the facilities on the linear accelerators.) The department offers a variety of specialised treatment, including CT-based TBI, ultrasound-guided and CT-planned HDR brachytherapy, high precision conformal radiotherapy utilising MR/PET/CT fusion, IMRT and stereotactic radiotherapy. University College Hospital is one of two designated centres for delivering proton beam therapy (PBT) for UK patients, and started treating patients in December 2021. The service treats specifically defined patient groups for whom PBT is judged to offer an advantage either in terms of superior dose escalation, and/or better sparing of normal tissues, than standard photon radiotherapy.

Consultant Medical Oncologists:

Prof S Ming Lee
Prof J Bridgewater (Hon Consultant – joint with Princess Alexandra Hospital).
Prof D Hochhauser (Hon Consultant),
Prof. Richard Kaplan (Hon Consultant)
Professor Gerhardt Attard (Hon Consultant)
Prof Charlie Swanton (Hon Consultant),
Dr Tanya Ahmad,
Dr Constantine Alifrangis
Dr Tobi Arkenau (Hon Consultant)
Dr Martin Forster (Senior Lecturer and Hon Consultant),
Dr Vasilios Karavasilis
Dr Khurum Khan (joint with the Whittington)
Dr Mark Linch (Hon Consultant),
Dr Michelle Lockley (Reader QMUL and Honorary Consultant)
Dr Ursula McGovern (Hon Senior Lecturer),
Dr Rowan Miller (joint with Barts Health),
Dr. Paul Mulholland
Dr Elisavet Papadimitraki
Dr Dionysis Papadatos-Pastos, (joint with Princess Alexandra Hospital)
Dr Fharat Raja (joint with North Middlesex),
Dr Rebecca Roylance, Clinical Lead for Oncology
Dr Heather Shaw (joint with Mount Vernon Hospital)
Dr Mariam Jamal-Hanjani (Senior clinical lecturer UCL)
Dr Kai-Keen Shiu (Consultant and Honorary Associate Professor),
Dr Sandra Strauss (Senior Lecturer and Hon Consultant)
Dr Michael Flynn
Dr Karen De Souza (Joint with the Whittington)
Dr Sarah Benafif (Joint with the Whittington)
Dr Anuradha Jayaram (Joint with Princess Alexandra Hospital)
Dr Katrina Ingley (locum)
Dr Georgina Wood
Dr Akhila Wimalasingham
Dr Konstantinos Ethymiadis (locum)
Dr Sophie Postal-Vinay (joint with UCL)

Consultant Clinical Oncologists:

Professor Maria Hawkins, MD, MRCP, FRCR
Dr Mahbub Ahmed
Dr Dawn Carnell
Dr Yen Ching Chang (joint with Great Ormond Street),
Dr Reena Davda (joint with Princess Alexandra Hospital)
Dr Gemma Eminowicz,
Dr Naomi Fersht, Clinical lead for Radiotherapy
Dr Jenny Gains (joint with Great Ormond Street)
Dr Mark Gaze (joint with Great Ormond Street),
Dr Crispin Hiley (Hon. Consultant)
Dr Franel Le Grange,
Dr Ruheena Mendes

Dr Anita Mitra,
Dr Michael Kosmin
Dr Tom Richards (joint with Whittington Health)
Dr Suganya Sivabalasingham
Dr Elena Wilson,
Dr James Wilson
Dr Matt Fittall
Dr Pei Lim
Dr Karim Keshwani (locum)
Dr Avinash Pilar (locum)
Dr Asma Sarwar
Dr Kobika Sritharan (locum)
Dr James Wang (locum starting May 2024)

Other staff: In addition to the middle grades outlined above, we also have 10 Core Medical trainees or equivalent, shared between medical and clinical oncology.

Education and Training

The post holder will be involved in undergraduate and postgraduate teaching. He/she would be expected to be fully involved in teaching students assigned to their team and participate in the end of course and final examinations of medical students.

The Sarcoma Service at UCLH

The mission of the London Sarcoma Service is to provide the highest standard care to all patients with sarcoma and related diseases while advancing knowledge in the field to improve outcomes. The London Sarcoma Service delivers supra-regional specialist care for bone and soft tissue sarcoma patients in London and southeast England, with oncology services (chemotherapy and radiotherapy) at UCLH, and the majority of surgical care delivered at the Royal National Orthopaedic Hospital (RNOH), Stanmore. Medical oncology services are currently provided by Dr Maria Michelagnoli (children and young people), Dr Rachael Windsor (children and young people), Drs Sandra Strauss (for patients ≥ 13 years), Vasilios Karavasilis, Katrina Ingle, Georgina Wood and Konstantinos Ethymiadis. Radiotherapy services are currently provided by Dr Franel Le Grange, Dr Mahbub Ahmed and Dr Avinash Pilar (for patients ≥ 20 years) and Dr Jenny Gains (for patients < 20 years). At UCLH, chemotherapy is delivered in an outpatient setting in day care and ambulatory care (AC), with only a small number of patients receiving inpatient chemotherapy. There has been and continues to be significant growth and change in the sarcoma service at UCH over the last 10 years, with an increase in consultant staff, significant growth of the broader sarcoma team, and changes in service delivery. Further information about the service and associated sarcoma network are available at www.londonsarcoma.org and www.lsesn.nhs.uk.

The Sarcoma Medical Oncology Service at UCLH

UCLH hosts a comprehensive service for the delivery of systemic ant cancer therapy (SACT) for all indications in the management of both soft tissue and bone sarcomas. This service is delivered by paediatric and medical oncologists and extends for patients of all ages. It includes delivery of adjuvant chemotherapy of bone sarcoma which some of the most intensive and complex treatment used for any solid tumours. The service has led innovation in chemotherapy delivery to improve patient experience. Almost all patients requiring multi-day regimens will be treated in our ambulatory care service utilising the hotel facilities the Trust has developed and

removing the need for hospital admission. The London Sarcoma Service has an excellent record of clinical trial activity including the development of international trials. UCLH has been the leading institutional contributor to all major randomised international bone sarcoma trials. The oncologists also run the ward attending rota which ensures a 24/7 specialist service for inpatients.

Clinical Activities

This post will support the sarcoma service and relevant, audit and teaching.

Each team member contributes to clinical service delivery for the core work of care of patients with soft tissue and bone sarcoma. However, there are specific clinical roles to be met and this post will be flexible to respond to individual experience, expertise and interests.

General sarcoma	Care of patients with sarcoma from 25 years, including delivery of SACT Take part in a new patient allocation rota for newly diagnosed adult bone and soft tissue sarcoma patients requiring curative or palliative chemotherapy. Participation in consultant-led supervision of ward patients
Sub-site specialisation	Specific duties related to care of patients with including attendance at specialist MDTs: e.g. GIST, gynaecological, head and neck sarcomas, fibromatosis

It is also recognized that this complex service is constantly evolving and that development and change within this role is expected. Flexibility will be retained in order to respond to individual experience, skills or interests of the appointees.

Medical consultant workforce

Name	Discipline	Service delivered	Site sub-specialisation
Sandra Strauss	Med onc	Chemotherapy	Teenagers 13 – 24 years
Vasilios Karavasilis	Med onc	Chemotherapy	Gynae sarcomas Head and neck sarcomas Gastrointestinal stromal tumours
Franel Le Grange	Clin onc	Radiotherapy	Head and neck sarcomas Fibromatosis Skin sarcomas
Jenny Gains	Clin onc	Radiotherapy	Sarcoma radiotherapy for up to age 18
Mahbub Ahmed	Clin Onc	Radiotherapy Chemotherapy	Head and neck sarcomas Gynae sarcomas Intra-abdominal sarcomas Breast sarcomas
Maria Michelagnoli	Paed onc	Chemotherapy	Children and teenagers

Rachael Windsor	Paed onc	Chemotherapy	Children and teenagers Late effects
Katrina Ingley	Med Onc	Chemotherapy	Teenagers Adults
Georgina Wood	Med Onc Chemotherapy	Chemotherapy	Adults including GIST, Gynae
Avinash Pilar	Clin Onc	Radiotherapy	Head and neck sarcomas Gynae sarcomas Intra-abdominal sarcomas
Kostantinos Ethymiadis	Med Onc	Chemotherapy	Gynae sarcomas Head and neck sarcomas Gastrointestinal stromal tumours

Supporting activities

All consultants undertake a range of supporting activities (section 8) either specific to the sarcoma service or common to the majority of oncology consultants. Common activities include:

- UCH Sarcoma Unit meetings (1 hour, bi-monthly); London Sarcoma Governance meetings, monthly 1 hour; London and South-East Sarcoma Network Sarcoma Advisory Group (2 hours, quarterly)
- Cancer Division governance meetings monthly; oncology audit monthly

Medical student teaching (within clinic as part oncology firm) and tutoring for 4th year 'Cancer Patient Pathway' module.

Research

Research is an important component of the activity of the sarcoma team. We run a large and successful clinical trials portfolio, with high rates of inclusion of patients into phase I, II and III clinical trials run within the Cancer Centre and the NIHR UCLH Clinical Research Facility. We run a monthly team research meeting to review the portfolio. All team members share the responsibility for being chief or principal investigators for these trials. Enhancing clinical research is a priority for the Cancer Division and the successful candidate will be expected to undertake an appropriate role working in conjunction with colleagues in the London Sarcoma Service.

Job Plan

The consultant's job plan is expected to comprise 2 Programmed Activities per week on average. The new post-holder will be expected to discuss and agree a detailed job plan including personal and professional objectives with the Clinical Director within three months of his / her start date; and the Consultant may be required to undertake a prospective diary exercise to inform this process.

The consultant's job plan will comprise of roughly 1.75 Direct Clinical Care and 0.25 PAs Supporting Professional Activities. The majority of the job plan - for Programmed Activities related to direct patient care - follows a team based approach. The part of the job plan related to wider departmental activities, supporting professional activities and personal objectives is more individually tailored.

Timetable

	Monday
AM	Ward attending <hr/> Clinic
PM	Admin/SPA Dept meetings

Given the PAs associated with this role there is also an option for the job plan to be annualised therefore facilitating blocks of work throughout the year rather than a day every week. The exact pattern of working will be discussed and agreed with the postholder and will be a mix of face to face and remote working.

This role requires the consultant to undertake non-emergency work during premium time (defined by the Terms and Conditions - Consultants (England) 2003) as set out in the job plan for this appointment, which will vary from year to year as determined by the needs of the service. Acceptance of the offer of employment will be interpreted as mutual agreement of this requirement between the consultant, his or her clinical manager and the Trust. The contract of employment for this position will reflect this requirement.

Administrative and secretarial support

The post-holder will be provided with administrative and secretarial support shared with the other Consultants, from the departmental administrator and secretary. Appropriate IT support and shared workstation facilities will also be provided in the Divisional office.

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.

You will be expected to actively participate in annual appraisals and set objectives in conjunction with your manager. Performance will be monitored against set objectives.

Basic Pay and Pay Thresholds: : Basic pay is £93,666 pa and, subject to satisfactory job planning and review, will rise through annual threshold increases. London Weighting is also applicable to this role. Part-time Consultants will be paid pro rata to the thresholds described above, based on the number of agreed weekly Programmed Activities. The starting salary for new consultant appointments will be at the minimum of the payscale in accordance with the terms and conditions. Previous service at Consultant level or equivalent may be taken into account when determining the starting salary; please contact the Consultant Recruitment Adviser for further information.

The Trust is entitled at any time to deduct from the post-holders' salary, or any other monies payable to the post-holders by the Trust, any overpayment of salary or wages, under-deduction of charges, over-payment of holiday entitlement or any other sum which the post-holders may owe to the Trust and, if this is insufficient, the Trust may require payment of the balance.

UCLH's Workforce directorate is responsible for ensuring that the Trust complies with its legal obligation, which includes any prohibition on offering an appointment, and with any requirements stipulated by regulatory bodies. We shall check that shortlisted candidates for this post confirm their:

- * Identity
- * Criminal record (where applicable)
- * Essential qualifications
- * Professional registration
- * References
- * Occupational health clearance
- * Eligibility to work in the UK (work permit/visa)

Clinical Governance

The post-holder will comply with UCLH'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 consultant appraisal process.

The post-holder will also be responsible for maintaining satisfactory patient notes and, when relevant, for entering data onto a computer database in accordance with the rules and regulations of the Data Protection Act.

Confidentiality

All employees and honorary appointees are required to exercise discretion and maintain confidentiality at all times.

Conflict of Interest

All applicants to any post within the Trust are required to declare any involvement directly with any firm, company or organisation, which has a contract with the Trust. Failure to do so may result in an application being rejected or, if discovered (after appointment) that such information has been withheld, this may lead to dismissal.

Consultant Terms and Conditions

The Terms and Conditions referred to in the contract can be viewed in full on UCLH's intranet site (Workforce/Medical Workforce) or via the NHS Employers' website

(<http://insight/departments/other/Workforce/MedicalWorkforce/Pages/default.aspx>)

(<http://www.nhsemployers.org/PayAndContracts?MedicalandDentalContracts/ConsultantsAndDentalConsultants>).

Criminal Record

In view of the nature of the work this post is exempt from the provision of Section 4 (2) of the Rehabilitation of Offenders Act (1974) by virtue of the Act's exemption order (1975). Applicants therefore must disclose information regarding convictions including those which for other purposes are "spent" under the provisions of the Act. You are, therefore, required to declare any pending prosecutions or convictions you may have, even if they would otherwise be

regarded as “spent” under this Action and any cautions. In the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by the Authority. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order applies.

UCLH will check with the police for the existence and content of any criminal record of the successful applicant. Information received from the police will be kept in strict confidence.

The disclosure of a criminal record, or other information, will not debar you from appointment unless the selection panel considers that the conviction renders you unsuitable for appointment. In making the decision the Trust will consider the nature of the offence, how long ago and what age you were when it was committed and any other factors which may be relevant, including appropriate considerations in relation to the Trust’s published Equal Opportunities Policy.

Failure to declare a conviction, caution or bind-over may, however, disqualify you from appointment, or result in summary dismissal/disciplinary action if the discrepancy comes to light. If you would like to discuss what effect any conviction you have might have on your application, in confidence, for advice, please contact a Senior Officer in the Workforce Team.

Data Protection

In accordance with the Data Protection Act (1998), UCLH is authorised, if required to do so, to obtain, process and/or use information held on a computer in a fair and lawful way. The Trust is authorised to hold data only for the specific registered purpose and not to use or disclose it in anyway incompatible with such purpose. It is further authorised to disclose data only to authorised organisations as instructed.

Equality and Diversity

To comply with UCLH’s Equal Opportunities Policy and treat staff, patients, colleagues and potential employees with dignity and respect at all times.

Health and Safety

Employees must be aware of the responsibilities placed on them under the Health and Safety at Work Act (1974), to ensure that agreed safety procedures are carried out to maintain a safe environment for employees, patients and visitors.

Hepatitis B

All employees who perform “exposure prone procedures” should be immunised against Hepatitis B. Antibody response should be checked on a regular basis. If successful in being appointed to a post, all employees must report to the Occupational Health Department within two weeks of starting in post. Failure to comply with this, or the new regulations pertaining to Hepatitis B, may result in an employee being suspended from duty. Any affected professional who accepts an offer to join UCLH is encouraged to speak to the team as a priority.

Insurance Policy

UCLH accepts no responsibility for damage to or loss of personal property with the exception of small valuables handed to their officials for safe custody. Staff are therefore recommended to take out an insurance policy to cover personal property.

Ionising Radiation Use

Under the Ionising Radiation (Medical Exposure) Regulations (2000) UCLH is obliged to maintain a register of all persons entitled to act as “Practitioners” or “Operators” (i.e. to justify or to carry out a medical exposure) and to keep records of their training.

If your post includes the responsibilities of either “Practitioner” or “Operator” as defined by these regulations you must provide the Trust with evidence of training. This should include evidence of completion of an approved training course plus details of practical experience.

If during the course of your duties, you refer a person for a medical exposure you are obliged to provide sufficient relevant clinical information to the Practitioner to justify the use of Ionising radiation. You are expected to follow any guidelines for such referrals, which the Trust provides.

Job Sharing

UCLH has a job sharing policy under which all posts are open to job sharing, with or without a job share partner.

Health and Wellbeing

UCLH is committed to proactively consider how we can best encourage and safeguard the health and wellbeing of all our staff. We operate a no smoking policy which does not allow smoking in any of our property or in ground in which it is located. . We have a comprehensive staff support programme for staff who wish to give up smoking and our occupational health team will offer dedicated personal support to any smoker who wishes to give up smoking and/or improve their wellbeing.

Private Practice

All consultants should adhere to the national Code of Conduct for Private Practice. Private Practice should as far as possible, be undertaken within UCLH facilities, always ensuring that the needs of the practitioner can be met. In this way income generated can be used to further develop patient care within the Trust.

The appointee must follow Trust agreed procedures when seeking to commence private practice. Any private practice commitments must not prejudice the basic service requirements contained in the job plan.

Appointees expressing an interest in a part time post in order to undertake private practice will normally be expected to hold a 6 programmed activity [PA] contract.

Public Transport and Car Parking

Our bases are within 5-10 minutes’ walk of Warren Street, Great Portland Street or Euston stations. Our central London base limits our ability to offer car parking, yet spaces in secure car parking may be available and secure cycle spaces can also be allocated. Your recruitment contact shall happily check options for you.

Residential Criteria

A consultant is required to reside within a distance of 30 minutes average traveling time or ten miles by road from their principal place of work unless an employing organisation agrees that they may reside at a greater distance.

Service Commitment

UCLH expects its employees to communicate with colleagues, patients and visitors in a polite and courteous manner at all times and to adhere to the UCLH Service Commitment "Putting Patients First" and adopt a professional approach to customer care at all times.

Staff Involvement

The Trust is committed to involving staff at all levels to improve patient services and working lives. The Trust continually strives to improve internal communication systems and encourage staff involvement in organisational and service developments – including business planning – to enable staff to influence discussions which affect them and their working conditions.

Staff Nursery/Crèche

UCLH has childcare provision at two nurseries for employees. The nurseries are based in the following areas:

- The Mousehole nursery (23 Devonshire St.)

Places at these nurseries are available for babies and children aged 4 months – 5 years. If a place is not immediately available we shall be happy to consider alternative options with you.

NHS Pension Scheme

The post-holder will be entitled to join or remain in the NHS Superannuation Scheme, which provides:

- A pension and a tax free lump sum on retirement
- Life assurance cover
- Voluntary early retirement benefits
- Ill-health retirement benefits
- Redundancy benefits
- Family benefits
- Options to increase benefits

All pension benefits are based on salary and length of membership of the Scheme. Contribution rates for members vary according to their level of pensionable pay. Contribution rates for an individual on the consultant contract would currently start at 9.9%, but the real cost is lower because of the tax relief on contributions and the lower rate of National Insurance contributions paid as members opt out of the State Earnings Related Pension Scheme. Further details are available from the NHS Pensions Agency website, accessible via <http://www.nhsbsa.nhs.uk/pensions>

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 Medical Oncologist – Sarcoma

Programmed Activities: 2

Division / Clinical Board: Cancer Division, Surgery and Cancer Board

Evaluation Key: App Form [Application Form] Ref [References] Int [Interview]

	Essential Criteria	Desirable Criteria	Where evaluated
Professional Qualifications	<p>MB,BS or equivalent Full GMC Registration with a licence to practice and revalidated as appropriate.</p> <p>On GMC Specialist Register for Medical Oncology or within six months of attaining CCT.</p> <p>MRCP or equivalent NB: Non UK trained doctors must be on the GMC register and Specialist Register in Medical Oncology by date of interview.</p>	Higher degree (MD, PhD or equivalent)	App Form GMC CV
Clinical Experience	<p>Comprehensive clinical experience in medical oncology</p> <p>Experience of Acute Oncology Services</p> <p>Experience of and ability to work in multidisciplinary team.</p>	<p>Evidence of ability to take clinical responsibility above SpR grade</p> <p>Experience in sarcoma</p>	APP Form Ref/ Int
Clinical Skills	Management of all aspects of care of patients undergoing chemotherapy	Undertaken advanced communications skills course	APP Form Ref/ Int
Audit Management & IT	<p>Evidence of management/leadership roles</p> <p>Understand the requirements of governance and clinical audit</p> <p>Experience in organising clinical audit</p> <p>Evidence of participation in quality improvement project within oncology</p>		APP Form Ref/ Int

	<p>Evidence of management training</p> <p>Evidence of ability to take responsibility</p> <p>Ability to organise and prioritise workload and manage time effectively and efficiently</p>		
Research	<p>Evidence of research activity</p> <p>Evidence of GCP training</p>	<p>Research in relevant clinical field</p> <p>Evidence of first authored publications./peer reviewed publications</p>	APP Form Ref/ Int
Teaching skill & experience	<p>Evidence of experience of teaching medical students and junior medical staff</p>	<p>Undertaken training as an educational supervisor</p> <p>Teaching qualification</p>	APP Form Ref/ Int
Personal Qualities	<p>Communication; ability to communicate with clarity and intelligently in written and spoken English; ability to build rapport, listen, persuade/ negotiate.</p> <p>Accountability; ability to take responsibility, lead, make decisions and exert appropriate authority.</p> <p>Interpersonal Skills; ability to see patients as people, ability to empathise and work co-operatively with others.</p>		Ref/Int