



Consultant Haematologist



Contents

About Northampton.....	3
The Hospital	4
Partnership with the University of Leicester	5
Current Service.....	9
Other components of the service	17
The Role (overview)	18
Support for the Role.....	22
Information about the wider hospital:	23
Summary of Contractual Terms.....	24
Person Specification.....	26
Come and meet us!	27

About Northampton

Northamptonshire is at the heart of England and is known as the Rose of the Shires. There is easy access to road and rail networks that will see you in London, Oxford, Cambridge or Birmingham within an hour, as well as several airports in easy range.

We have some of the most beautiful countryside, wonderful parks, many stately homes, great shops, theatres and cinemas. Northampton boasts some beautiful country parks as well as the canal network that runs through Becket's Park just adjacent to the hospital. The University of Northampton Waterside campus is located close to the hospital.

Northamptonshire is at the heart of motorsport, the home of Silverstone and the British Grand Prix. Northampton Saints rugby team is very popular, and the town hosts a first-class county cricket team, football team and excellent water sport centres.

Northampton is one of the fastest-growing modern commercial towns in the UK. We have a relatively young population, with people from many different nationalities, ethnic backgrounds and cultural beliefs, as well as a growing number of people who are aged over 75.

The Hospital

Northampton General Hospital is one of the largest employers in the area and we are on an exciting journey. All of our divisions are committed to doing things better, with more efficiency as we update, modernise, and advance. We have also entered into a Group Model with neighbouring Kettering General Hospital NHS Foundation Trust.

Being a large DGH with a proud history, we are big enough to get interesting cases, but small enough to care, coach and develop. With over 200 consultants, a similar number of trainees and approximately 60 (with existing plans to expand to 80+) medical undergraduates throughout the year, NGH provides comprehensive care and extensive training opportunities.

With this in mind, we have built a state of the art emergency assessment unit (Nye Bevan building) and are developing new ways of working to streamline in-patient care and optimize working with our partners.

We are a clinically led organization with most of senior management coming from nursing and medical roles. This offers great opportunities to get involved with all levels of care from departmental to the wider picture of the hospital as a whole.

NGH has an excellent social centre with a large library, gym with swimming pool and the Cripps Education Centre where lunch and snacks are available in one of our restaurants away from the main hospital. Frequent educational sessions run in the Centre for all levels of staff and it serves as an oasis from the clinical areas.

Our Excellence Values



Compassion

We care about our patients and each other. We consistently show kindness and empathy and take the time to imagine ourselves in other peoples shoes.



Accountability

We take responsibility for our decisions, our actions and our behaviours. We do what we say we will do, when we say we will do it. We acknowledge our mistakes and we learn from them.



Respect

We value each other, embrace diversity and make sure everyone feels included. We take the time to listen to, appreciate and understand the thoughts beliefs and feelings of others.



Integrity

We are consistently open, honest and trustworthy. We can be relied upon, we stand by our values and we always strive to do the right thing.



Courage

We dare to take on difficult challenges and try out new thinks. We find the strength to speak up when it matters and we see potential failure as an opportunity to learn and improve.

Partnership with the University of Leicester

Partnership with the University of Leicester

College of Life Sciences <http://www2.le.ac.uk/colleges/medbiopsych>

Pro-Vice-Chancellor, Head of College & Dean of Medicine: Professor Thompson Robinson
BMedSci MD FRCP FESO

The University of Leicester, with the University Hospitals of Northamptonshire (Northampton General Hospital NHS Trust - NGH) and Kettering General Hospital NHS Foundation Trust - KGH), is committed to enhancing the partnership between academia and the NHS in Leicester, Leicestershire, Rutland, Northamptonshire and the wider geographical area. A strong synergy between our organisations is the key to success. Major contributions made by consultant colleagues to the academic mission through research, teaching and education, clinical leadership, enterprise and innovation are recognised by the award of a range of honorary titles from Honorary Fellow through to Honorary Professor.

The mission of the College of Life Sciences is to pursue the highest standards of research, education and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, both locally and in the wider world. Its considerable academic resources mean that it is widely recognised for its world-leading and internationally excellent research and the quality of its undergraduate and postgraduate teaching.

Based in some of the newest purpose-built and modern facilities in the UK, the College offers a wide range of courses and education in the areas of laboratory, clinical, and population health through the provision of innovative education and globally recognised research. The George Davies Centre is the largest investment in medical teaching and applied research by a UK university in the last decade. Building on the foundations laid at the inception of the medical school in 1975, the College provides an academic and physical environment to enable scientists and clinicians to work together across traditional boundaries to address some of the key outstanding questions in biomedical research, and to engage with increasing effectiveness with commercial and public bodies. We are a thriving community of academic expertise based in laboratory, clinical, health and social science settings.

The high calibre of our academic endeavour is increasingly being recognised, with the latest Research Excellence Framework (REF2021) ranking the University of Leicester 2nd for Clinical Medicine (UoA1), with 95% of our submission ranked world-leading (4-star) or internationally excellent (3-star). In addition, we were also the 2nd highest rated institution for Sports and Exercise Sciences (UoA24). These results have had a significant impact on our international and national standing; Leicester was ranked 18th (of almost 3,000 medical schools) in both the 2021 and 2022 Shanghai World Ranking, and 5th in the UK (the highest rank for Clinical Medicine outside of the Golden Triangle). In addition, Medicine was ranked 7th in the Complete University Guide 2023; a rise of 18 places.

The College comprises a matrix structure of four Research Departments: Cardiovascular Sciences, Genetics and Genome Biology, Molecular and Cell Biology, Population Health Sciences, Respiratory Sciences; two Teaching Schools: Leicester Medical School, School of Biological Sciences; and two combined Research and Teaching Schools: School of Healthcare and School of Psychology and Vision Sciences.

The University Strategy recognises the Mission of the University as ‘diverse in our make-up and united in our ambition, we change lives through education and research’. Our vision is to provide inspiring education and research working in partnership with our communities to become a truly inclusive theme. Our strategy consists of three themes, World-Changing Research, Research-Inspired Education and Our Citizens, underpinned by our three values of: **Inclusive**, diverse in our makeup and united in ambition; **Inspiring**, passionate about inspiring individuals to succeed and realise their ambitions; and **Impactful**, as Citizens of Change we generate new ideas which deliver impact and empower our community

World-Changing Research

The University’s institutional research strategy emphasizes our commitment to research that informs and enhances our teaching and learning, and is underpinned by the core values of excellence, rigour, originality and integrity. A key part of this strategy was the establishment of flagship interdisciplinary Research Institutes, Centres and Networks. We host a number of these within our College around which much of our research is now focused. These include two Institutes: [Leicester Institute of Structural and Chemical Biology \(Led by Prof John Schwabe\)](#) and the Leicester Institute for Precision Health <https://le.ac.uk/research/institutes/precision-health> (led by Professor Chris Brightling); and nine Research Centres: Centre for Cancer Research, Centre for Diabetes Research, Centre for Microbial and Infectious Disease, Centre for Environmental Health and Sustainability, Centre for Phage Research, Centre for Lifespan Health and Wellbeing, Centre for Fibrosis Research, Centre for Sarcopenia and Muscle Research, and Centre for Population Health.

The NIHR Biomedical Research Centre (BRC) is a collaboration between the University of Leicester, the University of Loughborough, the University Hospitals of Leicester NHS Trust and the University Hospitals of Northamptonshire NHS Group. A recently awarded expanded BRC with six themes has received a 2.5-fold increase in funding and brings together the work of: Cardiovascular; Respiratory and Infection; Lifestyle; Personalised Cancer Prevention and Treatment; Environment; and Data innovation for Multiple Long-Term Conditions and Ethnic Health.

The College’s central provision in support of research and teaching includes a Preclinical Research Facility, Core Biotechnology Services (covering bioinformatics, imaging technologies and protein and DNA facilities); a Central Technical Service (supporting teaching laboratories); a Clinical Trials Unit, and the Leicester Drug Discovery and Diagnostics Centre.

The College continues to grow funded research activity with a dual approach of encouraging individuals to win project grants and personal fellowships and supporting teams to achieve major awards with large strategic initiatives. Examples of Leicester’s infrastructure success include: an NIHR Biomedical Research Centre, an NIHR Global Research Centre, an NIHR Patient Recruitment Centre, an NIHR Applied Research Collaboration Centre (ARC), an NIHR Clinical Research Facility, an Experimental Cancer Medicine Centre, an MRC Impact Accelerator Account, an MRC Midlands Cryo-Electron Microscope Facility, the Midlands Health Data Research UK Substantive Site, a British Heart Foundation Research Accelerator Award, and a Wellcome Doctoral Training Programme for Health Care Professionals.

We are responding to the rapidly changing national and international research landscape that places an increasing emphasis on interdisciplinary and impactful research. For this purpose, we are working closely with our key NHS and other partners, University Hospitals of Leicester NHS Trust, Leicestershire

Partnership NHS Trust and University Hospitals of Northamptonshire NHS Group, West Anglia NHS Foundation Trust and LOROS (Hospice Care for Leicester, Leicestershire and Rutland), and growing our industrial engagement with biotech companies and pharma to meet the goals of the Government's Industrial Strategy and Life Science Sector Deal. In addition, we are building exciting research programmes with partners in overseas countries through the Global Challenges Research Fund. We are also very conscious of the need to play to our institutional and regional strengths and are engaging closely with Leicester City and County Councils, and the Midlands Health Innovation network of regional Universities.

Research-Inspired Education

Our ambition is to deliver a world-class, discovery-led and discovery-enabling learning experience in all teaching. There are programmes in Medicine and a growing range of healthcare professions including Midwifery with Leadership, Nursing with Leadership, Operating Department Practice, Physiotherapy and Radiography; a new Clinical Pharmacy course is also planned.

A new more patient-centred undergraduate curriculum in Medicine was launched in 2016 with long 'apprenticeship-style' placement blocks developing student skills as they enter the clinical phase of our course. We are particularly proud that our course has for many years delivered doctors who progress. We have been ranked third in UK medical schools for progression to Core & Specialty training over the past five years.

The course features:

1. A clinical focus throughout underpinned by excellence in bioscience, and access to one of the largest dissection suites in the UK;
2. Early clinical experience including a new Healthcare Assistant (HCA) programme in year one;
3. A strong group-work provision supporting student learning throughout the course;
4. A wide range of hospital and GP placements with many areas of national excellence;
5. Excellent intercalated degree opportunities, with particular strengths in our iMSc in Research and a new Masters in Clinical Education; and
6. Foundation Assistantships in year 5 which has enhanced our graduates preparedness for work as a Foundation doctor

We are also proud of our work widening participation to medicine, and have developed an excellent [Medicine with Foundation Year MB ChB](#) which was launched in 2017. This recruits 35 students to an integrated Foundation Year enabling progression onto Year 1 of the MB ChB course. Since 2020, we also have an international joint educational partnership with the Chongqing Medical University, where students gain a Clinical Medicine degree in China and a Bachelor of Sciences in Clinical Sciences from the University of Leicester; spending a year of their course at Leicester.

The Stoneygate Centre of Excellence in Empathic Healthcare was launched in 2022, following a major philanthropic donation to the University. The Centre will be a flagship institute and be world-leading: in the development and delivery of transformational empathy training; in establishing the best means of assessing clinical empathy; and in measuring the impact of empathic healthcare on patient and practitioner outcomes.

In addition, there are a broad range of programmes in Biological Sciences and Psychology at both undergraduate and postgraduate levels, including the DCLinPsych. A new suite of postgraduate

programmes reflecting the areas of research excellence in the College is under development including strengths in epidemiology, diabetes, medical statistics, quality, and safety in healthcare, and social sciences in medicine.

Our Citizens

We value, nurture, and celebrate our people and relationships, ensuring they are inclusive, impactful, sustainable, and influence positive change in our world. Accordingly, we nurture strong partnerships with the NHS and other organisations, including the University Hospitals of Leicester NHS Trust, Leicestershire Partnership NHS Trust and University Hospitals of Northamptonshire NHS Group, West Anglia NHS Foundation Trust and LOROS (Hospice Care for Leicester, Leicestershire and Rutland), that support the delivery of our strategy. Through our NHS relationships, as well as strategic partnerships with the wider community including the Integrated Care System, the Borough, City and County Councils, and other East Midlands Universities (through the Civic University Agreement), we seek to shape policy and influence decision-making locally, regionally, and nationally, to improve lives and livelihoods. We work with others to tackle the big issues of today and tomorrow with a focus on climate change, inclusion, and wider social impact.

Current Service

Organisation of Haematology Services:

A comprehensive clinical and laboratory Haematology service is provided. The laboratory services are provided from within the Pathology Directorate. Clinical Haematology services are provided from within the Oncology, Haematology and Cancer Services Directorate.

Haematology services are organised to comply with NICE Improving Outcomes Guidance on Haematological Cancers. NICE audits are completed on request. Where compliance is incomplete, action plans are created to ensure future compliance. Internal validation exercises for Haemato-oncology, TYA and Chemotherapy are undertaken regularly.

The Hospital has 4 Divisions (Care Groups). The Pathology Directorate is in the Clinical Support Services Division and the Oncology, Haematology and Cancer Services Directorate is within the Women's & Children's and Oncology Division. Each Division has a Divisional and Interim Divisional Director. Each Directorate has a Clinical Director, Directorate Manager or Head (Pathology) and Matron. The Clinical Directors, Directorate Managers and Heads report to the Divisional Director.

Laboratory Department of Haematology:

The laboratory is a fully CPA accredited Blood Sciences laboratory and is situated in the main hospital site in a purpose-built block. Requesting/reporting is almost exclusively electronic, using ICE. The department is well equipped. Automated blood analysis is performed using 3 Sysmex XX1000 analysers, including a slide maker, and a Sysmex Interrliner for ESR tests, all incorporated into the XN9000 Track system. The DI60 Digital Morphology system is in trial. Haemostasis work is performed by 1 Sysmex CS2500 system and 1 CS5100 system. Haemoglobinopathy work (including the universal ante-natal testing) is performed using the Sebia CZE system.

Blood grouping and screening is currently performed using 2 Grifols Erytra analysers. Immediate spin or full crossmatch is used to issue red cells.

The Haemonetics Blood Track system is in use for all blood fridges in the Trust, and Autofate is used on the wards for blood product traceability.

The department handles approximately 800,000 requests per year (approx 48% from primary care) and performs approximately 5,000 crossmatches. Work is performed for the hospital, local General Practitioners, as well as the Princess Marina, St. Andrew's NHS hospitals and The Three Shires and The Woodlands private hospitals. There are good working relationships with the various users of the service.

Scientific Staffing:

The laboratory has recently undergone extensive reorganisation and refurbishment. Staffing includes an Operational Manager, 3 Senior BMSs, 16 BMSs, 3 Associate Practitioners and 2 BSWs.

A Consultant Haematologist acts as Clinical Lead for Laboratory Haematology as a rotating post.

In line with 'Better Blood Transfusion', the Trust has 2 Specialist Nurse Practitioners for Transfusion. A Consultant Haematologist is Transfusion Lead for the Trust.

Clinical Haematology

The department provides a comprehensive clinical service to the hospital and General Practitioners and sees patients with the full range of haematological problems. The Department manages Haemophilia emergencies and simple elective procedures; our local Haemophilia Centre and Comprehensive Care Centre is Oxford. The Trust is a Cancer Centre, part of the East Midlands Cancer Clinical Network.

The Haematologists have no clinical role in the management of patients with solid tumours. The Department is active in recruiting patients to national clinical trials, with a team of research nurse and administration support through the Trust R&D department. We are a local centre for the management of adult haemoglobinopathy patients.

We provide BCSH level 2b (2010) Haematology services including myeloid leukaemia remission induction therapy and autologous stem cell transplants (average 10 per annum). The department achieved JACIE accreditation in 2009, as a satellite unit of UHL. The department of Haematology at UHL (Leicester) provides the leukapheresis service and stem cell storage. All chemotherapy, infusion of stem cells and inpatient care is performed at Northampton.

Patients with haematological malignancy are discussed at the Northamptonshire (NGH and KGH) MDT meeting in line with IOG recommendations, linking with UHL (University Hospitals of Leicester) MDT by videoconferencing at a pre-arranged time for HMDL (Haematology Malignancy Diagnostic Laboratory) and histopathology review, specialist lymphoma and transplant input.

Patients with Lymphoma are managed by Clinical Haematologists. They are referred to Clinical Oncology for radiotherapy treatment as necessary.

A new state-of-the-art Macmillan Haematology unit, housing the outpatient and day unit facilities and staff offices opened in 2012 dramatically improving the facilities for patients requiring treatment for haematological diseases. There are 10-12 adult haematology clinics per week (2.5 per WTE consultant) including specialist transplant clinics. The Macmillan

Haematology Unit is adjacent to Talbot Butler ward (inpatient facilities) and opposite the Pathology laboratory.

1 Paediatric Haemato-oncology clinic per week is held in Paediatric Outpatients by specialist Consultant Paediatricians. Paediatric Leukaemia is managed by shared care with Leicester or Nottingham University Hospitals. Paediatric haematology in-patients are under the care of Consultant Paediatricians. TYAC (teenage and young adult cancer) patients with haematological malignancies are managed within Paediatric shared care (13-18) or adult services (19-24) at the Principal Treatment Centre (PTC) or NGH. All are referred to the TYAC CNS and TYAC specialist MDT, as well as discussed at site-specific MDTs. The Trust TYAC Lead Clinician is Dr Angela Bowen and Lead Nurse Mrs Carly Christopher.

The treatment area (Monday to Friday 8am-6pm) is used for delivering chemotherapy, blood transfusions and performing venesections by trained nursing staff. Bone marrows, lumbar punctures and intrathecal chemotherapy are performed by medical staff. The Clinical Haematology department carries out bone marrow tests on its own patients, and those of patients under the care of other Consultants in the hospital. Diagnostic samples are processed at HMDL at Leicester Royal Infirmary, in line with IOG (SIHMDS).

The nursing support for the Oncology, Haematology and Cancer Services Directorate includes a Matron for outpatients and another for inpatients. The Trust has a Director and Deputy Director of Nursing with an Associate Director of Nursing for the Women's, Children's, and Oncology Division reporting to them. There is a dedicated cytotoxic preparation unit (ASU) within the hospital, staffed by pharmacists and pharmacy technicians. The Directorate has a dedicated lead pharmacist, who is part of the multi-disciplinary team. Palliative Care advice and both Consultant and Macmillan Nurse support is available, as is Clinical Psychology support. There are 2 Macmillan-funded Haematology Clinical Nurse Specialists, for lymphoma and myeloma/Leukaemia with cross-cover arrangements in place. There is also a transplant CNS, who works 3 days/week.

Staffing in the Macmillan Haematology Unit comprises:

- 1 WTE band 7 Sister
- 2.4 WTE band 6 Senior Staff Nurses
- 3.54 WTE band 5 Staff Nurses
- 3.60 WTE clinical nurse specialists

- 1 PT research nurse
- 3 WTE band 2 Health Care Assistants
- 5 clerical officers
- 3 WTE Medical Secretaries
- 2 PT Medical Secretary
- Inpatient Care

Talbot-Butler ward is shared by Oncology and Haematology and is adjacent to the Haematology outpatient facilities/offices/laboratory. The ward has 24 permanent beds, with 16 single rooms, the majority with their own en-suite facilities and some with HEPA filter units. Beds are allocated based on clinical need. Junior staffing on this ward comprises 2 CT1/2, 2 FY2, 1 FY1, 2 non-training posts (total 7 junior doctors) and 2 physician associates. Talbot Butler ward has a separate trainee medical staff on call rota, shared with the renal ward, to ensure patients receive prompt review and to be JACIE compliant.

The rota comprises 10 trainees from FY2 to CT2 level. Between them, they cover the ward at night and at weekends. The FY1/FY2 posts are for 4 months, as part of the NGH Foundation training scheme. The CT1/2 and FY2 posts are for 4 months, as part of the 2-year General Medical rotation. The Haematology juniors attend Haematology out-patient clinics. 2 Haematology Specialist Registrars rotate annually from Leicester, and we also have 2 non-training ST3+ doctors.

An Emergency Assessment Bay (EAB) is available 24 hours per day, 7 days per week to assess emergency haematology and oncology patients and to arrange direct ward admission where appropriate. The EAB has recently been relocated to Talbot Butler Ward in a purpose-built area.

The staffing on the ward comprises:

1 WTE band 7 Sister
6.21 WTE band 6 Senior Staff Nurses (includes EAB)
22.87 WTE band 5 Staff Nurses
14.29 WTE Health Care Assistants
1 WTE Receptionist

There is an Altered Body Image service available, which has won local and national awards for innovation. The Directorate is applying for Maggie Centre status to include these services, psychological services, and patient information services.

The proximity of the ward, laboratory, offices, and clinics/ day is an additional advantage for the staff in the unit.

Anticoagulant and DVT service

The Anticoagulant Service is situated on the ground floor of the Oncology Centre (Area N). This is a nurse-led Service led by Liz Murray, Anticoagulant Clinical Nurse Manager, under the direction of a Consultant Haematologist Dr Nicholds.

The team consists of 13 Anticoagulant Nurse Practitioners, 11 Phlebotomists (1 Ward/Clinic based, 10 Community) and 3 Clerical Staff.

There are 2 Hospital Based Clinics per week for Point of Care Testing (POCT) and daily New Patient Clinics.

The Community Service deals with approximately 200 patients per day, whereby our phlebotomists take INR samples at community clinics at GP Surgeries and samples are analysed at NGH. Results are relayed to our Anticoagulant Nurses who then dose patients and post record books the same day.

Abnormal results are managed by the anticoagulant service or relayed to the GP for action, as appropriate. Patients are referred to A&E if considered necessary. Consultants advise on request only.

There is a 6-day (Monday to Saturday) DVT Clinic where patients are assessed and treated according to an Integrated Care Pathway & Patient Group Directions. There is a 6 day (Monday to Saturday) Early Discharge Clinic to facilitate early discharge from hospital for anticoagulant patients. We are one of only a small number of hospitals in the UK where inpatient dosing of Warfarin is managed by the Anticoagulant Service using POCT.

The anticoagulant service also performs all Duplex scans for outpatients referred to their service. Quality assurance (QA) for venous INRs will be with the pathology laboratory. QA for POCT lies with the anticoagulation department. This involves QC of the POCT machines weekly and quarterly external QC via the pathology laboratory. Any issues regarding maintenance of POCT machines are via the supplier, who is contacted and who will service/repair or replace as appropriate.

There is a thrombo-prophylaxis Lead Nurse, Liz Miller, and we are currently implementing VTE Risk Assessment throughout the Trust, together with mandatory training and audit requirements. Thromboprophylaxis service for lower limb immobilisation – Anticoagulation take referrals from A&E/Fracture clinic and will commence 'at risk' patients on prophylactic LMWH.

There is also a Thrombosis Committee, which meets monthly to implement policies related to VTE throughout the Trust. Thrombophilia patients are managed by Haematology Consultants.

Trust VTE prophylaxis – the Trust is currently implementing VTE Risk Assessment throughout the Trust, together with mandatory training and audit requirements collated on Vitalpac. There is a Trust VTE lead.

Level of activity

The current annual level of activity within Haematology overall is shown below:

Activity	2020 -21
Outpatient	12,975 (1168 NP and 11807 FU)

Day-cases 4,801
Inpatient 357

Anticoagulant service activity:

Activity 2020 - 21
New patients 1,308
Follow up 40,066

Resources:

The Haematology service has expanded to meet the needs of the population in and around Northampton.

Clinics/Wards

A successful Macmillan-backed fundraising initiative resulted in the expansion of the clinical areas to meet increasing local needs and advance development of services. Work was completed in late 2011 and the new unit opened in 2012.

Hospital Departments:

The Trust has excellent ITU and HDU units with Outreach facilities for unstable patients.

Radiology has a full complement of services to meet the needs of a busy hospital, i.e., MRI, CT, Nuclear Medicine as well as plain film imaging. An EMRAD network is available to review images on line. A static PET scanner has been in place at NGH since 2016.

Access to Physiotherapy and Occupational Therapy services is on site as well as Speech and Language Therapy and Dietetics as required.

The Oncology, Haematology and Cancer Services Directorate

The Head of Service for Haematology is Dr Michael Joffe, and he reports directly to the Divisional Director. The Haematology Consultants report to the Head of Service for clinical operational matters, staffing, governance, service development job and leave planning. The Directorate Manager is Mrs Christina Mallon, and the Administration Manager is Ms Lorraine Billington-Shaw. Monthly management and governance meetings take place, and haematology consultants are actively involved.

The pathology directorate

Management arrangements are consistent with the recommendations of the Strategic Review of Pathology Services (para 4.22 - 4.26).

The Clinical Director (CD) of Pathology Services (Dr Davis Thomas) is in administrative charge, is the budget holder and chairs the Pathology Risk Management meeting. The Pathology annual budget is approximately £15m. The CD reports to the Divisional Director.

The Pathology Risk Management Group membership comprises the Consultant Clinical Leads and the Laboratory Operational Managers from each department. The Consultant Clinical Lead for Haematology changes on a rotational basis (approximate tenure 3 years).

Each department in Pathology is headed by a Consultant and an Operational Manager. The BMS and MLA staff in each department is responsible to the Consultant through the Operational Manager. The Consultant Clinical Leads communicate specific needs with regards to workload activity and budget setting to the CD to negotiate these with the Trust.

The overall responsibility for Health and Safety matters lies with the Head of Pathology. Quality Assurance in each laboratory is the responsibility of the Operational Manager and the Consultant.

General Health and Safety issues are addressed by the Pathology H&S Sub-committee, chaired by the Clinical Director. The Trust has an Integrated Risk Management Strategy. Within this, there is a Pathology Risk Management Committee, reporting to the Healthcare Governance Advisory Subgroup. The Pathology Quality Manager, Information Technology Manager and Training Manager also contribute to staff development and service improvements.

The overall responsibility for arranging workload activity contracts rests with the Director of Performance and Development and operational responsibility in Pathology rests with the Head of Pathology. The contracts are a mixture of block, cost/volume, and cost per case contracts. Pathology uses the iSOFT information management system which has links to other clinical departments and general practitioners.

Medical Staffing

The present medical staffing for Haematology is as follows:

Consultant Haematologists

Dr Michael Joffe WT	Head of Service
Dr Sajjan Mittal WT	
Dr Angela Bowen 0.6WTE	Job-share
Dr Jane Parker 0.6WTE	Job-share
Dr Alistair McGrann WT	
Dr Andrew Nicholds WT	
Dr Georgia Papageorgiou WT	

Middle grade Medical Staff

Haematology SpR x2 (Leicester)

Non-training Speciality doctors x2

Consultants in the department are actively involved at regional and national level activities such as Royal College of Physicians and Royal College of Pathologists Examination Board member/ examiner; SHOT working expert group member; MDS working group member.

The division of Medicine & Emergency care

There are currently 24 Consultants participating in a new acute medical take for evenings and weekends and some input from stroke physicians. There are separate stroke, cardiology, renal and GI bleeding on call rotas. Consultant physicians do not admit or manage emergency Haematology patients; however, they may admit Haematology patients with unrelated medical complaints as appropriate.

Other components of the service

Appraisal and training: We are dedicated to making sure appraisals happen in a timely way and that consultants have time to dedicate to SPA and CPD. We support doctors to become appraisers as well as educational supervisors.

Research: We are currently expanding and developing academic roles within the trust. We are supported by a well-led research nurse group who can support clinical projects. We have links with both Glenfield hospital and Oxford University Hospital trusts so projects can potentially be developed in collaboration. We have an active quality improvement team who are always willing to support doctors undertaking QI projects and audit.

Teaching: We have a strong history of teaching and close links with Leicester and Oxford Medical schools. Students undertake placements at Northampton General Hospital with excellent feedback. If you enjoy teaching, there are plenty of opportunities to develop this role including working with our excellent simulation centre.

Management opportunities: There are plenty of opportunities to become involved with the management the wider hospital. Being a clinically led organization, we embrace and support doctors who are keen to lead.

The Role (overview)

It is essential that the post-holder should hold the MRCP (UK) or an equivalent qualification and be on the GMC specialist register or will obtain a relevant CCT/CESR(CP) within 6 months of interview.

This 10PA post is to replace a vacancy due to retirement. The department provides a comprehensive clinical and laboratory haematology service for the acute trust and primary care and manages inpatients with a full range of haematological conditions to BCSH Level 2b (2010).

The Trust is a Cancer Centre and is part of the East Midlands Cancer Clinical Network. The Haematology department has JACIE accreditation as a transplant centre, linked with Leicester, and performs around 10 autografts each year. The department was a Haemophilia Centre, temporarily transferred back to Oxford (our Haemophilia Comprehensive Care Centre) pending reconsideration with planned expansion of consultant numbers.

The department is a local centre for the management of adult haemoglobinopathy patients. The paediatric unit manages paediatric haematology, oncology and haemoglobinopathy patients, with the haematology consultants providing a laboratory and advisory role.

This is a general haematology post; however, an interest in haematological malignancy is essential and other special interests will be accommodated where possible. Opportunities for specialist laboratory and other specialist/educational and academic roles at University Hospitals of Leicester may be available.

Any applicant 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.

The Role (detail)

Job Purpose

The successful applicant will provide specialist Haematological care for the population served. The holder of this post will have their own single occupancy office space, and shared secretarial support (1 secretary per 1.6 Consultants). A PC (e-mail and internet access and appropriate software) and up to date Nikon E600 microscope facilities are provided, suitable for the nature of the post. Digital dictation is in use for patient and other administration and generation of reports and correspondence.

Duties and responsibilities

1. To have a special interest in one of the major branches of Haematology would be expected. An interest in haematological malignancy is essential and an interest in haemoglobinopathy would be desirable however it is not essential.
2. To share responsibility for the clinical haematology service including liaison with clinicians, other hospital staff and general practitioners in the diagnosis and management of haematological disorders.
3. To provide continuing responsibility for patients in their charge and in partnership with colleagues working for the proper function of the department.
4. To share responsibility for the diagnostic services with the other Consultant Haematologists including the day-to-day responsibility of diagnostic tests and interpretation as required.
5. To show responsibility for professional standards within the laboratory and ensure compliance with the standards required to satisfy CPA [UKAS] Limited.
6. To participate with the other Consultant Haematologists in the management of the department.
7. To demonstrate a firm commitment to clinical governance including participation in effective clinical, medical records and laboratory audit and continuing medical education. Clinical audit staff and systems are available in the Trust. Support of junior staff in governance and audit is encouraged.
8. To contribute to management within the Trust through the Directorate.
9. To undertake duties appropriate for a consultant haematologist, not otherwise specified.
10. To participate in all teaching program for medical staff, medical students and other hospital employees as required. There is also some involvement in teaching of bio-medical scientists, with a regular morphology education session. Medical student teaching is expanding, mostly from Leicester Medical School.
11. To comply with Trust appraisal and revalidation processes. The Trust has a named Responsible Officer, systems, and process in place to support the General Medical Council revalidation process (relicensing and recertification). Appropriate time is allocated within consultant job plans and the Trust has a dedicated appraisal team to offer guidance and support.

Contents of current timetable (subject to change)

An example job plan (below) comprises a total of 10.875 programmed activities (PAs) and includes a half-day off per week. Departmental job planning is currently under review and will be applied to the new Consultant job plan. All consultants in the Trust receive 1.5 basic SPA (1.5 for new consultants). Additional SPA time (0.5 PA included in example below) is allocated for other activities, negotiated as part of the job plan including, for example, educational/clinical supervision of a trainee 0.125 SPA per trainee, local governance 0.5 SPA or appraiser role 0.35 SPA. The total SPA allowance will be negotiated by the incumbent and the Head of Service on appointment, to a maximum of 2.5. The job plan is subject to annual review with the Head of Service:

Day	Time	Location	Work	Categorisation
Monday	9 – 1	Outpatient clinic	Clinic	DCC 1 PA
	1 – 5	Variable	Doc-of-the-day work	DCC 1 PA
	5 – 7	Office	Patient admin	DCC 0.5 PA
Tuesday	9 – 11	Ward	Ward round	DCC 0.5 PA
	11 – 12	Day Unit	Minor procedures	DCC 0.25 PA
	12 – 1	Outpatient	Clinic	DCC 0.25 PA
	1 – 3	Office	Variable SPA	Basic SPA 0.5 PA
	3 – 5:30	MDT seminar room	Haem MDT	DCC 0.625 PA
Wednesday	9 – 10	MDT seminar room	Ward MDT	DCC 0.25 PA
	10 – 11	MDT seminar room	Variable meetings	Basic SPA 0.25 PA
	11 – 1	Office	Variable SPA	Additional SPA 0.5 PA
	1 – 5	HALF DAY		
Thursday	9 – 11:30	Office/Lab	Lab diagnostic work	DCC 0.625 PA
	11:30 – 1:30	Office	Patient admin	DCC 0.5 PA
	1:30 – 5:30	Outpatient clinic	Clinic	DCC 1 PA
	5:30 – 6	Office	Patient admin	DCC 0.125 PA
Friday	9 – 11	Ward	Ward round	DCC 0.5 PA
	11 – 12	Variable	Doc-of-the-day work	DCC 0.25 PA
	12 – 5	Office	Variable SPA	Basic SPA 1.25
Additional agreed activity to be worked flexibly	SPA Admin Lab Work Ward Cover	Haem office Ward	Can be worked flexibly through week Flexible each day	(DCC 0.5 PA per week included above)
Predictable emergency on-call work				Direct clinical care 0.5



Unpredictable emergency on-call work	Variable	On-site, at home on the telephone and travelling to and from site		Direct clinical care 0.5
TOTAL PAs				10.875
Programmed activity			Number	
Direct clinical care (including unpredictable on-call)			8.375	
Supporting professional activities			2.5	
Other NHS responsibilities				
External duties				
TOTAL PROGRAMMED ACTIVITIES			10.875	

NB. Lab work/SPA/clinical cover is interchangeable

On-call rota: one in six nights and weekends. A 'doctor-of-the-day' system is currently in place, with responsibility for new referrals and advice calls from primary and secondary care, GP advice & guidance and on-call laboratory work. During annual leave, the remaining 5 WTE Consultants cross-cover clinical work.

Support for the Role

You will be provided with secretarial support and computing facilities to be able to access all the information technology required for your role. We have online dictation, prescribing, discharge summaries, clinic letters, investigation requests and results and radiology.

All new consultants are invited to attend a series of monthly new consultant seminars to support you in your new role. These cover all aspects of being a consultant and working effectively at Northampton General Hospital.

All new consultants at NGH are offered access to a consultant colleague mentor within the trust who will be able to support you as you take on your new role.

You will be supported in acquiring CPD points with regular medical meetings on Wednesday afternoons, Grand rounds and junior doctor education on Friday afternoons. Northampton General Hospital provides a study budget of £3000 over a three-year cycle and up to 30 days of study leave to attend external courses.

Information about the wider hospital:

John MacDonald – Group Chairman
Richard Mitchell – Chief Executive UHN
Heidi Smoult – Hospital CEO

Directors

Mr Hemant Nemade – Medical Director (NGH), Honorary Associate Professor (UoL)
Palmer Winstanley – Chief Operating Officer
Sheran Oke – Director of Nursing
Paula Kirkpatrick – Chief People Officer
Jon Evans – Group Chief Finance Officer
Rebecca Taylor – Group executive director of transformation and quality improvement
Karen Spellman – Interim Group director of Integration & Partnerships
Stuart Finn – Group Director of Estates and Facilities
Tracey Robson – Director of Human Resources and Organisational Development
Dan Howard – Digital Director

Non-Executive Directors

Annette Whitehouse
Professor G Andre Ng
Jill Houghton
Denise Kirkham
Elena Lokteva

Summary of Contractual Terms

Contract. Appointment will be offered on Northampton General Hospital Trust contract. General Terms and Conditions of Service are contained in the “Terms and Conditions, Consultants (England) 2003”. Copies of this are available on-line on the Department of Health website or from the Human Resources Department. Any locally agreed terms, conditions, policies and procedures applicable to this post are available from the Human Resources Department or through the LNC or Human Resources intranet sites.

Governance and Statutory. The post holder is expected to comply with the governance arrangements and policies and procedures of the organisation, available on the Trust intranet site.

Equal Opportunities and Diversity. The Trust has an absolute commitment to equal opportunities based on sound management practice, respect for the individual and legislative compliance. The post-holder must at all times carry out his/her responsibilities with regard to the Trust’s Equal Opportunities Policy & the Race Equality Scheme. The Trust’s Staff Networks (REACH – Race, Ethnicity and Cultural Heritage, LGBT+ and Disability) also work with the Board to further the EDI agenda – ensuring the Trust empowers all of their staff. Membership to the Networks can be facilitated via HR.

Health and Safety & Risk management. Employees must be aware of the responsibilities placed upon them under the Health and safety Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain safe working environments for patients, visitors and employees. Employees must wear personal protective equipment where provided. All employees are expected to comply fully with the Trust and Departmental fire policies and procedures to meet their responsibilities in relation to fire safety. All staff are expected to maintain safe infection control practices at all times. All employees are responsible for reporting any accidents, untoward occurrence and potential hazards to their Head of Department even no injury or property damage has resulted.

Relocation Expenses. Relocation expenses may be available subject to eligibility in line with the Trusts policy.

Health Clearance. The appointment is made subject to satisfactory fitness for employment. The candidate will therefore be required to complete a preemployment health-screening questionnaire and may/will subsequently be required to attend for health screening.

Revalidation. The trust has the required arrangements in place, as laid down by the Royal College of Physicians, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

Study & Annual Leave. The annual leave is 30 working days plus 2 statutory day holidays. All Consultants are expected to take advantage of study leave to maintain and develop their clinical skills to comply with CME requirements. Study leave is available as provided for under the Terms and Conditions of Service and Hospital Medical and Dental Staff. Study leave consists of 30 days over a three-year period commencing from date of employment.

Approval of annual and study leave is subject to the procedures set out within the individual departments and the Postgraduate Medical Centre. So far, as is practical, the Consultant appointed will be expected to share in the provision of cover for the annual and study leave of other Consultants in the specialty.

Person Specification

Requirements	Essential	Desirable	Method of Assessment
QUALIFICATIONS AND TRAINING			
Primary medical qualification FRCPPath or show evidence of equivalent qualification MRCP or equivalent qualification	Y		Curriculum Vitae (CV)
MD, PhD, or other higher degree		Y	CV
Wide knowledge and experience of Haematology	Y		CV
Applicants that are UK trained, must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview. Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT	Y		CV
TEACHING / AUDIT / QUALITY IMPROVEMENT			
Experience of audit and quality improvement in Haematology	Y		CV and Interview
Experience of undergraduate and postgraduate teaching	Y		CV and interview
ACADEMIC ACHIEVEMENTS AND RESEARCH			
A special interest in an area to complement the other consultants in the department	Y		CV and interview
Publications in recognised haematology journals	Y		CV and interview
Research projects relating to speciality	Y		
INTERPERSONAL SKILLS			
High level Organisational Skills	Y		Interview, references and CV
Communication Skills	Y		Interview, references
Leadership skills	Y		Interview, references, and CV
OTHER REQUIREMENTS			
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.	Y		Certificates

Come and meet us!

We would love the opportunity to discuss the post and your career aspirations at Northampton General Hospital.

If you wish to visit the trust before shortlisting or interview, please contact Dr Mittal or any of the other Haematologists on 01604 523261 for a telephone discussion or to arrange an appointment.

After short listing you may wish to contact:

Mr Richard Mitchell	Group Chief Executive	01604 545 868
Mr Hemant Nemade	Medical Director	01604 545 868
Mr Owen Cooper	Divisional Director	01604 545 063
Dr Micheal Joffe	Clinical Lead	01604 523261

