



The Christie  
NHS Foundation Trust

THE  
CHRISTIE  
HOSPITAL

Job description and  
person specification for



Reviewed:

# About The Christie

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We began as a 30 bedded hospital in the early 1890s serving 463 patients each year. Our name is in honour of Richard and Mary Christie who were instrumental in establishing a facility dedicated to people with cancer in Manchester. Today we are renowned as a world pioneer in the care, treatment and research of cancer. Today, we build on this legacy, translating innovation and research breakthroughs into very real patient benefits. Our work today is the treatment of tomorrow across the globe.

**At The Christie our forward thinking nature and desire to constantly innovate our services for the benefits of patients guides everything we do. We have more than 100 years of expertise in cancer care, research and education, and we use our experience wisely to ensure we remain at the forefront of cancer care.**

The Christie is one of Europe's leading cancer centres, treating over 60,000 patients a year. We provide a regional service and have ambitions nationally and internationally. We are based in Manchester and serve a population of 3.2 million across Greater Manchester and Cheshire, but as a national specialist around a quarter of our patients are referred to us from other parts of the country.

We employ approximately 3,000 staff and had an annual turnover last year of £352 million.

We are the largest radiotherapy provider in the NHS. We are also the largest provider in Europe, with one in 20 radiotherapy treatments delivered by The Christie. We are one of only two cancer centres worldwide to offer both MR-linac and high energy proton beam therapy.

We deliver chemotherapy treatment through the largest chemotherapy unit in the UK, as well as via 14 other sites, a mobile chemotherapy unit and in patients' homes.

We are a specialist tertiary surgical centre concentrating on rare cancers, specialist procedures and multidisciplinary cancer surgery. We are one of the largest HIPEC centres in Western Europe and one of only two in the UK to provide this treatment for appendiceal and colorectal tumours. We have one of the largest robotic centres in the UK and the largest complex pelvic cancer team in the UK.

The Christie NHS Foundation Trust was the first specialist trust to be rated as 'Outstanding' twice (in 2016 and 2018) by the health regulator the Care Quality Commission (CQC). It referred to The Christie as 'a leader in cancer care' and 'a pioneer in developing innovative solutions to cancer care.' The CQC praised the Trust's staff which it said 'go the extra mile to meet the needs of patients and their families' and that they were 'exceptionally kind and caring.'

Our expertise is widely sought. Nationally, The Christie's School of Oncology was the first of its kind in the UK to provide undergraduate education, clinical professional and medical education. Christie International allows us to share our learnings and reputation as a world-leading centre of excellence to generate revenue through offering guidance and commercial partnerships with the proceeds being invested into cancer services for NHS patients.

We are ranked as the most technologically advanced cancer centre in the world outside North America, and have been named, by the National Institute for Health Research, as one of the best hospitals providing opportunities for patients to take part in clinical research studies.

The Christie is one of Europe's experimental cancer medicine centres and an international leader in research and development with around 650 clinical studies ongoing at any one time. The NIHR Manchester Clinical Research Facility at The Christie provides a high quality, dedicated clinical research environment for our patients to participate in trials.

We are part of the Manchester Cancer Research Centre (MCRC) working with The University of Manchester and Cancer Research UK. The MCRC partnership provides the integrated approach essential to turn research findings in the laboratory into better, more effective treatments for patients. Building on Manchester's strong heritage in cancer research, the MCRC provides outstanding facilities where scientists, doctors and nurses can work closely together. With our partners, we are currently building a new world class transformational research facility to replace the Paterson building which was destroyed by fire in 2017.

We are also one of seven partners in the Manchester Academic Health Science Research Centre. We share a common goal of giving patients and clinicians rapid access to the latest research discoveries, and improving the quality and effectiveness of patient care. There are only six health science centres in the country.

The Christie is home to a Lord Norman Foster designed Maggie's Centre which is based on our site and offers emotional and practical support to our patients and their families. Run by the Maggie's charity, it was the first of its kind in the North West.

Our charity is one of the largest NHS charities in the UK, providing enhanced services over and above what the NHS funds. It has over 50,000 supporters who helped raise £11,018,966 this year. With 81p in every pound raised going directly to the patients, we work hard to make sure that the money donated to us is spent where the hospital needs it most.

All of our achievements and successes are only possible due to our dedicated and specialist staff, hardworking volunteers, generous and loyal supporters and fundraisers and our interested and enthusiastic public members, all bringing with them a wealth of experience, knowledge and understanding.

The key issues and risks that could affect us as a Foundation Trust in delivering our objectives are managed on a monthly basis by our board assurance framework which can be viewed by the public board papers available on our website.

Our overall performance in 2020/21 has been excellent. The Christie is one of only eight specialist Trusts in England deemed to have maximum autonomy and no potential support needs by NHS Improvement. This places us in the top 15% of NHS providers in the country.

## Trust organisation

Executive Directors of the Trust are: -

Roger Spencer	Chief Executive
Sally Parkinson	Interim Executive Director of Finance
Bernie Delahoyde	Chief Operating Officer
Dr Neil Bayman	Executive Medical Director
Prof Janelle Yorke	Executive Director of Nursing & Governance
Prof Chris Harrison	Medical Director for Strategy

The Trust board is chaired by Ms Christine Outram.

## **JOB DETAILS**

**Reporting to:** Haematology & TYA Clinical Director / Head of Directorate services

**Base:** Main Base Macclesfield

## **ORGANISATIONAL ARRANGEMENTS**

This post is for 10 Programmed Activities (PAs) per week with part time applicants considered. The core component to this role is to provide 8PA consultant haematology cover for the haematology@macclesfield service. Dependent on the interests of the successful applicant there is the opportunity for up to 2 PAs on the Christie main site (Withington). Job plan to be agreed on appointment according to individual preferences and service need.

## **ABOUT THE CHRISTIE**

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Many clinical and scientific staff members have contributed to research, education, and clinical developments, making The Christie proud to be responsible for having 'world firsts' and playing a crucial role in the advancement of cancer treatments and care for over 100 years.

From the early 20<sup>th</sup> century, The Christie in conjunction with Holt Radium Institute used radium to treat cancer, as well as the use of surgery. Dr Ralston Paterson, a pioneer specialist of X-ray and radium treatment, built a team of physicists and clinicians who built the world- leading reputation of The Christie for the treatment of cancer by radiation.

We remain one of Europe's leading cancer centres and have always retained our treasured 'family spirit', with the patient being at the very heart of everything we do.

Within the NHS today, we provide radiotherapy in one of the world's largest radiotherapy departments incorporating the first of two national sites for proton therapy; chemotherapy in the UK's largest chemotherapy service both at Withington and a number of sites across Greater Manchester; highly specialist surgery for complex and rare cancers; a modern haematology and transplant service combined with a purpose built teenage and adult cancer facility. There are a wide range of support and diagnostic services including a dedicated integrated procedures unit and a specialist oncology critical care unit.

We serve a population of 3.2 million people across Greater Manchester and Cheshire while 26% of our patients are referred to us from across the UK. We have an annual turnover of £230 million, operating with 2,500 staff, 300 volunteers, 30,000 public members and one of the largest hospital charities in the UK.

The Christie has been named, by the National Institute for Health Research (NIHR), as one of the best hospitals providing opportunities for patients to take part in clinical research studies. There is dedicated experimental medicines unit providing phase 1 studies and we have one of the largest trials portfolios in the UK, with over 550 active clinical trials. We also work with The University of Manchester and Cancer

Research UK who have research groups and facilities teams based on the hospital campus and are also one of seven partners in the Manchester Academic Health Science Research Centre (MAHSC).

[Find out more about our Foundation Trust](#)

Executive Directors of the Trust are: -

Roger Spencer	Chief Executive
Prof Chris Harrison	Deputy Chief Executive and Medical Director for Strategy
Dr Neil Bayman	Medical Director
Bernie Delahoyde	Chief Operating Officer
Sally Parkinson	Interim Executive Director of Finance & Performance
Prof Janelle York	Executive Director of Nursing & Governance

The Trust board is chaired by Mr Edward Astle.

**ABOUT THE CHRISTIE@MACCLESFIELD**

The Christie@Macclesfield is £26 million new development that opened in December 2021. The centre is one of three Christie satellite centres (the others being at Oldham and Salford). Based at Macclesfield district general hospital, the centre benefits patients from Cheshire, the High Peak area of Derbyshire and parts of North Staffordshire who would normally have to travel long distances for their cancer treatment at The Christie.

The centre has a large reception area and outpatient clinic and also a systemic anti-cancer therapies (SACT) unit, which has 18 treatment chairs, in addition to the radiotherapy unit, which is equipped with state-of-the-art treatment machines and 1 CT scanner.

Inpatient services are provided by two hospital sites – Macclesfield District General Hospital (main site) and Congleton War Memorial Hospital, with a total of 250 acute inpatient beds.

**Role Purpose**

This post is a collaborative venture between the Christie NHS Foundation Trust and Christie@Macclesfield site to support the development of clinical haematology services across the southern sector of the Greater Manchester and Cheshire Cancer Network (GMCCN) and the delivery of clinical and laboratory haematology on the Macclesfield site.

The Haematology department based at Macclesfield DGH is run by a highly motivated team providing outpatient, day care and inpatient service to BCSH level 2a. The post will be established at the Christie with core sessions undertaken on the Macclesfield site sessions will be undertaken at both sites. The post holder will be a core member of the leukaemia/myeloma and lymphoma multi-disciplinary teams and the post also offers the opportunity to develop a special interest with sessions at the Christie main site to suit the interests of the successful applicant and the unmet needs of the Christie@Macclesfield department.

**STAFFING**

**Christie Clinical Department Staffing**

*Consultant Staff*

Prof Adrian Bloor	Clinical Director and Transplant Director. Clinical Lead lymphoid malignancies and CLL
Dr Ahmed Abdulgawad	Consultant Haematologist - CART early phase trials
Dr Anna Castleton	Clinical Lead for ALL and TYA patients

Dr Jim Cavet	Clinical Lead for Myeloma
Dr Richard Chasty	Clinical Lead for Laboratory and Manchester Cancer Haematological Malignancy Medical Lead
Dr Mike Dennis	Clinical Lead for AML
Dr Samar Kulkarni	Clinical Lead in Apheresis and stem cell transplantation in myeloma
Dr Suzanne Roberts	Clinical Lead (Tameside Hospital)
Dr Jane Robertson	Consultant Haematology - early phase trials in Lymphoid malignancies
Dr Emma Searle	Clinical Lead for early phase trials
Prof Tim Somerville	Professor of Haematology (University of Manchester) and Clinical Lead for myeloproliferative disorders
Dr Dan Wiseman	Senior Lecturer and Clinical Lead for MDS
Dr Mark Williams	Senior Lecturer and Consultant Haematologist in Stem Cell transplantation

### **Christie at Macclesfield Clinical Department Staffing**

#### *Consultant Staff*

Dr Faye Sharpley	Consultant Haematologist and Clinical Lead, with an interest in plasma cell dyscrasias
Dr Rachael Smith	Consultant Haematologist with an interest in Lymphoma

#### *Senior Nursing Staff*

Roxanne Spencer	Advanced Nurse Practitioner
Emma Whitham	Haematology Specialist Nurse

Haematology Health Care Assistant, aids with venesections and blood transfusions.

SACT nurses who manage the SACT Unit, delivering chemotherapy to Oncology and Haematology patients.

Two dedicated oncology and haematology prescribing pharmacists, employed by The Christie are onsite  
One whole time secretary with support secretaries from the Christie main-site during periods of leave.

Office space will be made available with an individual PC/laptop and appropriate IT support for the  
additional post holder.

Services directorate and be expected to help with the clinical and laboratory workload.

### **CLINICAL HAEMATOLOGY AT MACCLESFIELD**

#### **Clinical Haematology**

There is both inpatient and outpatient management of a wide variety of benign and malignant  
haematological disorders as would be typical of a District General Hospital haematology practise.

Haematology has no dedicated inpatient beds, however, they provide a service to the Medical and  
Surgical Directorates to give haematological assessments when required. This is currently provided by  
regular ward rounds with additional ad-hoc visits as required. Haematology patients receiving out-  
patient care, including those attending the SACT Unit that require in-patient treatment remain under  
the care of the admitting General Physician with the haematologist providing relevant advice. There is a  
separate same day emergency care unit (SDEC) for blood transfusions, immunoglobulin and iron  
infusions. General Physicians and the acute medics also manage patients with venous thromboembolic  
problems and liaise closely with the anticoagulant service.

There are currently nine haematology clinics per week distributed amongst the Consultant  
Haematologists, ANP and CNS. The clinics are held in the Christie@Macclesfield Centre.

The Consultant Haematologists provide support to the anticoagulation service when required.

There is considerable liaison with local General Practitioners for haematological advice, via the electronic e-referral system and e-Advice and Guidance system. The post-holder would join the existing consultants rota to manage this.

### **Clinical Workload**

Pre-COVID pandemic the clinical haematology department reviewed approximately 470 new haematology outpatients and 4500 review patients. Day case attendances numbered approximately 1300. All outpatients are managed from the Christie@Macclesfield site either as face-to-face or telephone appointments.

The current haematology inpatient and outpatient case mix consists of general haematology, low grade haematological malignancy which includes chronic myeloid and chronic lymphocytic leukaemia, low grade non-Hodgkin's lymphoma, high grade NHL, Hodgkin lymphoma myeloma plus myelodysplasias and a variety of haemostatic and thrombotic problems. Cases of acute leukaemia in younger patients requiring intensive chemotherapy, and lymphoma/myeloma requiring stem-cell transplantation are referred onward to the specialist haematology unit at the Christie Hospital with which the department enjoys an excellent relationship.

The treatment of haematological malignancies is by protocol and is also based on the BCSH and North West Haemato-Oncology guidelines. There is a designated pharmacy service for preparing cytotoxic chemotherapy. Chemotherapy is electronically prescribed using the iQemo computerised system. Currently patients with low and high grade Non-Hodgkin's lymphoma and Hodgkin's lymphoma receive intravenous chemotherapy on the SACT unit. Increasing use is made of the availability of novel chemotherapy agents via the Cancer Drugs Fund and by individual funding requests. During out of hours the medical team on-call provides cover for inpatients including arranging emergency admissions but will liaise with the on-call haematologist for appropriate advice. Haematological advice is also sought from the hospital's 7 bedded ICU.

When appropriate, patients with haemoglobinopathies are referred to the Sickle cell and Thalassemia Centre at the Central Manchester Hospital. Patients with haemophilia and other congenital bleeding disorders are referred to the Thrombosis and Haemostasis Centre at the Manchester Royal Infirmary.

Multidisciplinary teamwork is provided by two excellent weekly meetings (separate lymphoma and Haematology multidisciplinary team meetings) via video link with the Christie Hospital which includes histopathology and radiology support.

### **Diagnostic support**

Radiology (X ray, MRI and CT scan) are available through the East Cheshire systems.

## **LABORATORY HAEMATOLOGY AT MACCLESFIELD**

### **The Pathology Collaborative**

Pathology is provided via a collaborative service with University Hospitals of North Midlands (UHNM) and is under the supervision of consultants in Haematology, Biochemistry, Microbiology and Histopathology.

The management of the Collaborative is within the Division of Diagnostics and Clinical Support Services under the management of UHNM.

Diagnostic samples from haematology patients are handled and reported by the Greater Manchester Haematological Cancer Diagnostic Partnership (HODS).

### **The Haematology Laboratory Department**

Laboratory Haematology at East Cheshire is performed in a Blood Sciences Laboratory with Chemical Pathology within a purpose-built pathology building. Both functionally and managerially they operate independently. The staff operate a 24-hour shift system.

The haematology laboratory holds full UKAS accreditation status to ISO 15189:2012. The department is registered in the United Kingdom External Quality Assessments scheme for its full repertoire of tests including coagulation, blood transfusion, full blood counts and other general haematology tests.

### **Laboratory Staffing**

The haematology service lead (Rebecca Sivers) covers both East, Mid Cheshire and UHNM Haematology laboratories. The East Cheshire haematology laboratory has one senior Biomedical Scientist in Transfusion, one senior BMS in haematology and one band 7 in anticoagulation acting as manager. There are seven WTE band 6, two band 5, four band 4 and two band 3 BMS, all rotating between Haematology, Transfusion and Anticoagulation. In addition, there are two Medical laboratory assistants who also rotate between departments.

### **Computerisation**

The Labcentre computer serves all pathology disciplines but may move to Winpath in the future. The post holder, all ward clinicians and General Practitioners (GPs) access results via a web browser (Sunquest Ice). The proportion of general haematology work from GPs is approximately 45%.

The anticoagulant service is provided by Biomedical Scientists employed by the Pathology Collaborative and provides a service from both East Cheshire, Mid Cheshire and UHNM sites. There 17 outreach anticoagulant clinics held at GP surgeries and health centres which are fully supported by trained BMS staff. The Anticoagulant service is managed by the haematology service lead (Dr Sutton at UH Stoke) and is staffed by a further three BMS with six MLAs.

Appropriate access to a microscope and the pathology system will be provided to the successful applicants.

### **DUTIES AND RESPONSIBILITIES**

This is a permanent post and reports to the Clinical Director of Haematology & Teenage and Young Adult Cancer at The Christie NHS Trust with accountability to the Medical Director at The Christie NHS Foundation Trust. The post holder will also report through the service line at Macclesfield.

The major roles of this post will be

- To develop and implement best practice in Haematology
- To support the existing staff at Christie at Macclesfield in the delivery of a high quality service
- To be a core member of the GMCCN Southern Sector Multidisciplinary Team (MDT).

By arrangement with the Clinical Director there is also the opportunity to develop a specialist interest with clinical sessions and access to the research team at the Christie main site.

### **Laboratory Duties**

The post holder would join a rota with the existing haematologists to ensure that there is a named clinician for laboratory staff to report to each day. The post holder would expect to review and report the 'Consultant Haematology Blood films' for that day. Bone marrow biopsies are performed by the advanced nurse specialists and are stained by the laboratory staff. The aspirate and trephine samples are then sent via the HODs service, so the post holder would not be required to formally report bone marrows, but an aspirate slide is kept on-site should there be a need for an urgent review locally.

## **CLINICAL GOVERNANCE**

### **Medical practice**

All members of the Trust's medical staff are expected to practice within the GMC Guidelines; in particular those contained within the publications Good Medical Practice and Maintaining Good Medical Practice.

All of the above provide an outline of the duties of doctors who are registered with the GMC and in particular, emphasise the responsibility of every doctor to ensure standards of good clinical care, share good practice, keep up-to-date with clinical skills, work in teams and maintain good relationships with colleagues in all disciplines.

The Trust is committed to the support of these principles and provides funds for education and development of all grades of staff.

### **Professional and Clinical Development**

The Trust places great emphasis on the continuing development of all employees. Extensive training opportunities are available both internally and externally. Mentorship is available for new staff.

### **Clinical Governance**

The Trust and Directorates are continuing to develop clinical governance and risk management arrangements building on existing frameworks. Consultant representatives sit on the Clinical Governance/Risk Management Committee. Within the Directorates a multi-professional Clinical Governance Committee oversees all clinical governance activity, including management of clinical risk. The post holder will attend scheduled departmental Quality meetings and quality improvement activities as required by the Trust, and external accrediting bodies. Clinical governance requirements will be included in job planning reviews.

### **Clinical Audit**

All clinicians are expected to take an active part in clinical audit, as well as supervising audits undertaken by their teams, ensuring that the audit cycle is completed, and any required change in practice is implemented.

### **Teaching/Research**

In conjunction with Manchester University, and the Christie School of Oncology (SoO), The Trust has developed a strong reputation for Education and Teaching. The post-holder will be expected to participate in programs for teaching clinical attachment /medical students as well as supporting existing educational programs for haematology clinical and AHP staff. The post-holder's contribution to teaching, training and research will be included in the regular job plan review. Teaching will take place during programmed activities and flexibly at other times. Personal clinical research opportunities will be encouraged.

## **Personal and Professional Development**

The post-holder will be required to keep himself/herself fully up to date with their relevant area of practice and be able to demonstrate this to the satisfaction of the Trust. Professional or study leave will be granted at the discretion of the Trust in line with the prevailing Terms and Conditions of Service, to support appropriate study, postgraduate training activities, relevant CME courses and other appropriate personal development needs. A study leave approval form must be completed and authorized by the Clinical Director. The post holder is required by the Trust to take part in annual appraisal.

## **National Clinical Guidance**

The individual will be expected to implement NICE and other national guidance, providing evidence of compliance through audit, and working with the Service Line to achieve full compliance where this is not initially demonstrable.

A monthly audit meeting is held to which all staff is invited. The Trust has a Clinical Effectiveness Unit which offers advice and support on developing audit systems.

## **Appraisal/Revalidation**

The appointee will be required to fully co-operate and participate with the requirements for appraisal and re-validation. This will comprise of an annual appraisal, which identifies personal and professional development needs; agreeing plans for them to be met, while reviewing the doctor's work and performance and considering the doctor's contribution to the quality and improvement of service delivery.

The annual appraisal and documentation form the evidence needed to meet the requirements.

The post holder will also:

- Be responsible to the Clinical Lead for ensuring an annual appraisal is completed and job planning review undertaken.
- Be expected to meet their objectives outlined within the job plan, and the requirements set out for GMC Revalidation.
- Contribute to team objectives and priorities including their contribution to Departmental plans and targets for the GMC/GDC Revalidation process. Revalidation has two components, namely relicensing and recertification. Evidence for relicensing and recertification is based on what a doctor actually does in practice and is evidence based. Enhanced appraisal is at the heart of both relicensing and recertification.

## **Prospective cover for absent colleagues**

The post holders would be expected to provide cover for absent colleagues on planned periods of leave and for short-term unexpected absences to help maintain the continuity of the Service. To this end, they would be expected to liaise with their colleagues in planning leave.

## **General**

The post-holder will assume a continuing responsibility for the care of patients in his/her charge and the proper functioning of his/her department. The post-holder must take reasonable care of his/her own health and safety and any other personnel who may be affected by his/her omission. Trust policies and regulations must be always followed.

## **MANAGEMENT**

The post-holder will be required to work within the Trust's management policies and procedures, both statutory and internal, accepting that the resources available to the Trust are finite and that all changes in clinical practice or workload, or developments requiring additional resources must have prior agreement with the Trust. He/she will undertake the administrative duties associated with the care of his/her patients, and the running of his/her clinical department under the direction of the Clinical Director.

### **Hospital committee meetings**

There is a well-established hospital blood transfusion committee and team. The committee meets quarterly and deals with current issues and determines long term strategy. It consists of laboratory, A&E, theatre and ward representatives, plus the Hospital Transfusion Practitioner, Amanda Gould.

The Hospital Transfusion Team meets monthly, performs regular audits and implements improvement and educational strategies. This has ensured the Trust has successfully maximised the use of blood and blood products.

There is also a hospital venous and thrombosis meeting which consists of a haematology consultant, anticoagulation pharmacist, ward matron and pre-operative nurse who meet monthly to discuss and investigate patients who have developed a hospital acquired VTE in case of learning points. The post-holder would be expected to help the existing haematology consultants in attending these meetings.

## **RESEARCH AND TEACHING**

### **Innovation**

The Trust encourages involvement in portfolio research working with the Clinical Effectiveness, Research and Development Department to ensure only the highest standards of research are achieved. All staff involved in research must undertake regular GCP training.

Clinicians are expected to look at new and innovative ways of working during the team and individual job plan discussions. Job plans should focus on outcomes and patient experience in order to improve the quality and safety of patient care and to ensure services are cost effective.

### **Teaching**

It is expected that the post holders will have an interest and active role in teaching.

The Department is involved in teaching medical staff of all grades as well as medical students. The post holders will be expected to participate in delivery of the weekly junior and middle grade teaching programs.

From time to time, there may be the requirement to provide clinical training to medical students and paramedics undertaking attachments to the Department. In the main, these activities will be delivered concurrently with normal clinical activities, rather than in addition to these.

## **JOB PLANNING**

The job plan outlines the requirements of the post and may be altered by joint agreement with the Clinical Director and Service Manager and in response to service needs. Job Plans are also subject to an annual review as detailed in the Trust's Job Planning Policy. It is expected that the initial Job Plan discussion will take place within the first six months of employment at the Trust.

The annual review will examine all aspects of the job plan (including any Educational components) and will also include an assessment of professional development with defined goals for the future.

### Job Plan Timetable

The timetable below is indicative and will be confirmed on commencement in post. Part time Job plan will be agreed on appointment.

	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>AM</b>	SPA <sup>1</sup>	ERS triage <sup>2</sup> Lab work	Clinic	Clinic (half session) SPA (half session)	New patient Clinic
<b>PM</b>	Christie Withington Site Clinic <sup>1</sup>	SPA	ERS triage <sup>2</sup> Lab work Myeloid MDT	Admin Lab work ERS triage <sup>2</sup>	ERS triage <sup>2</sup> Lab work Lymphoma MDT

<sup>1</sup>At Christie main site – to be confirmed on appointment dependent on the interests of the successful applicant.

<sup>2</sup>Electronic referral service – providing advice and guidance to referrers and triage of referrals.

<b>Job Plan PA Summary</b>	<b>Total PAs</b>
<b>Direct Clinical Care (DCC)</b>	<b>7.5</b>
<b>Supporting Professional Activities (SPA)</b>	<b>2.5</b>
<b>Total</b>	<b>10 PAs</b>

### On call Commitments

This role requires participation in the out of hours on-call rota for Macclesfield currently shared with the Macclesfield consultants. The on-call rota may change and become a shared on call across multiple sites.

### Contacts

Arrangements to visit the hospital or to discuss the role further, may be made direct with:

<b>Name &amp; Role Title</b>	<b>Email</b>	<b>Number</b>
Professor Adrian Bloor	a.bloor1@nhs.net	0161 446 3278
Dr Faye Sharpley	faye.sharpley@nhs.net	

**PERSON SPECIFICATION**

	<b>Essential for the post</b>	<b>Desirable for the post</b>	<b>Method of Assessment</b>
<b>1. ATTAINMENTS</b>			
<b>Qualifications</b>	FRCP / MRCP or equivalent AND FRCPATH or equivalent	MD/PhD	AF
<b>Professional Qualifications</b>	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	Management Training	CE
<b>Research / Education</b>	Experience of teaching/training	Experience of recent and current research and or relevant publications.	AF/I
<b>2. TRAINING</b>	Full and Specialist registration (with a licence to practise) with the General Medical Council (GMC) or be eligible for registration within six months of interview.  Evidence of training and expertise in clinical and laboratory Haematology		AF/I
<b>Management / Audit</b>	Evidence of clinical leadership and people management skills.  Ensure delivery of a quality service.  Able to implement policies and plans.  Effectively review and allocate resources.  Review and manage progress.  Clear understanding of performance		AF/I

	<p>management and supports a performance culture.</p> <p>Accountable for performance of self and others.</p> <p>Empowers others to take responsibility.</p> <p>Able to develop and recognise the performance of others.</p>		
<b>3. TEACHING</b>	Experience in teaching undergraduates and postgraduates	Teaching qualification	AF/I
<b>4. PERSONAL SKILLS</b>	<p>Excellent written and oral communication skills.</p> <p>Can own/commit to shared goals.</p> <p>Can build effective teams and partnerships.</p> <p>Flexibility, commitment and compatibility with colleagues and multidisciplinary staff in the department.</p>		AF/I
<b>Self- reliance</b>	<p>Ability to work under pressure.</p> <p>Awareness of personal limitations.</p> <p>Flexible and adaptable to change.</p> <p>Acts with integrity – honest and trustworthy towards both patients and staff.</p> <p>Is comfortable dealing with people.</p>		AF/I
<b>5. CIRCUMSTANCES Domicile</b>	<p>Able to return to site within 60 mins if required when on-call.</p> <p>Willingness to travel and work on other sites.</p>		AF/I

Abbreviations for Methods of Assessment:

AF – Application Form

I – Interview

R – References

Evidence

## **Summary of Terms and Conditions of Employment**

[THIS SECTION WILL BE POPULATED AS APPROPRIATE BY MEDICAL WORKFORCE]

**Post Title:** Consultant Haematologist

### **National Terms and Conditions**

This appointment follows the National Terms and Conditions of Service for NHS Consultants. These Terms and Conditions can be found online via [NHS Employers website](#).

### **Hours of Work**

The role is contracted at 10 Programmed Activities per week with part time options available. The hours of work will be outlined in your job plan.

### **Salary**

The salary is payable in line with NHS experience, non-NHS experience is at the discretion of the Trust upon request. The base salary currently ranges between **£84,559 - £114,003** per annum (pro rata).

### **Tenure**

This is a permanent position.

### **Professional Registration**

You must have full registration with the General Medical Council and have a Licence to Practice. You must also be on the GMC's specialist register.

### **On Call Commitment**

This role does currently have an agreed rota commitment.

A non-pensionable on-call availability supplement at 5 % will be paid for the undertaking of the out of hours commitments.

[Schedule 16, Terms and Conditions of Service, Consultant – England \(2003\)](#)

### **Annual Leave, Bank Holiday and Study Leave Entitlement**

Consultants in the first seven years in the grade will be entitled to 6 weeks and 2 days annual leave (32 days) per annum pro rata, this includes 2 statutory days. Once seven years' service has been completed at consultant level, entitlement will increase to 6 weeks and 4 days annual leave (34 days) per annum pro rata, this includes 2 statutory days. These entitlements follow National Terms and Conditions of Service.

In addition to the above annual leave, there is also entitlement to 8 public holidays.

The study leave entitlement for this role is 30 days over a rolling three-year period.

[Schedule 18, Terms and Conditions of Service, Consultant – England \(2003\)](#)

### **Essential Training**

All doctors employed by the Christie are required to keep up to date with their essential training to ensure compliance with regulatory requirements for training and to promote safe and effective practice within the organisation.

### **Appraisal and Revalidation**

*All doctors are required to participate in Appraisal and Revalidation, this is not only a contractual obligation, but is also a requirement of the registered body the [GMC](#).*

Appraisal is an opportunity to take stock of one's professional activities and career and must be undertaken annually.

Revalidation is the process by which licensed doctors are required to demonstrate they meet the required standards and are fit to practice. The Responsible Officer (RO) will make a revalidation recommendation to the GMC, usually once in a 5-year cycle. The doctor must ensure that all the evidence required, as outlined in Good Medical Practice is organised and sufficiently documented.

Successful candidates will be expected to connect to The Christie NHS Foundation Trust on GMC connect upon their first day in post. Details of who to contact in relation to Appraisal and Revalidation will be provided upon successful completion of all NHS pre-employment checks.

### **Job Planning**

Job planning takes place in a cycle between May – September annually. Job Planning discussions are held between the individual, the Clinical Director and the Service Manager which is then documented and final signoff obtained via L2P. L2P is the Trusts electronic system (implemented in 2023) for recording job plan agreements and is one consistent and transparent system that is easy to use and enables efficiencies in relation to the collation of documentation and calculation of time. It also provides the Trust with an overview of the medical workforce.

### **Medical Education**

There is an expectation that all Medical Staff are involved in some form of education and that time from your SPA is allocated to Teaching depending on the nature and role of the individual. The SPA time which is specifically allocated relates to those who hold a Formal Educational Role, including Educational and Clinical Supervisors, as only some of the Medical Education roles are funded directly through Health Education England (HEE NW) rather than the Trust. To this endeavor, completion of an Annual Educational Appraisal is also part of the NHS Appraisal requirements for GMC Revalidation. Consultants/SAS doctors who take on the role of either an Educational and/or Clinical Supervisor for a Foundation and/or Specialty Trainee(s) will be duly allocated in accordance with The Trust's Job Planning Policy. Those consultants who take on the Educational Supervision of a Foundation and/or Specialty Trainee(s) should also be allocated 0.25 SPA time.

In accordance with the [GMC's – Good Medical Practice](#), all newly appointed Consultants and SAS Doctors will also be expected to engage in support and supervision of all our trainee grade workforce who are an important part of our ward teams. The Medical Education team will expect all new Consultants to take up the role of Educational and/or Clinical Supervisor within 12 months of taking up their position as many of our Consultants continue to enjoy these key roles throughout their careers. In addition to this, all newly appointed Consultants will also be expected to offer support and supervision to medical students and other learners within the trust who will be allocated to clinical sessions and receive teaching sessions during placements. Student allocations will be organised through our Medical Education Team. The Medical Education team will provide and/or signpost suitable training and updates for such roles.

### **Notice Period**

Where termination of employment is necessary, The Christie NHS Foundation Trust will give a consultant three months' notice, in writing. Consultants are required to give The Christie NHS Foundation Trust three months written notice if they wish to terminate their employment.

In cases of gross misconduct, gross negligence, or where a doctor's registration as a medical doctor (and/or their registration as a dental doctor) has been removed or has lapsed without good reason, employment may be terminated without notice.

[Schedule 18, Terms and Conditions of Service, Consultant – England \(2003\)](#)

## **GENERAL STATEMENTS:**

### **RISK MANAGEMENT**

It is a standard element of the role and responsibility of all staff of the Trust that they fulfil a proactive role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

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### **RECORDS MANAGEMENT/DATA PROTECTION ACT**

As an employee of the Trust, you have a legal responsibility for all records (including patient health, financial, personal and administrative) that you gather or use as part of your work within the trust. The records may be paper, electronic, microfiche, audio or videotapes, x-ray images. You must consult your manager if you have any doubt as to the correct management of the records with which you work.

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### **HEALTH AND SAFETY REQUIREMENTS**

All employees of the Trust have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with management to enable the Trust to meet its own legal duties and to report any circumstances that may compromise the health, safety and welfare of those affected by the Trust undertakings.

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### **CONFIDENTIALITY AND INFORMATION SECURITY**

As a Trust employee you are required to uphold the confidentiality of all records held by the trust, whether patient records or trust information. This duty lasts indefinitely and will continue after you leave the trust employment.

All Information which identifies individuals in whatever form (paper/pictures, electronic data/images or voice) is covered by the 1998 Data Protection Act and should be managed in accordance with this legislation.

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### **TRUST POLICIES**

The Trust operates a range of policies, e.g. Human Resources, Clinical Practice (available on the Trust intranet). All Trust employees must observe and adhere to the provisions outlined in these policies.

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### **EQUALITY, DIVERSITY AND INCLUSION**

The Christie NHS Foundation Trust is committed to advancing equality, diversity and inclusion for all our patients, other service users and staff. We want to ensure that everyone who works at the Christie or uses our services is welcomed, valued and treated with dignity and respect.

It is your responsibility to understand and work in line with the Trust's equality, diversity, inclusion and human rights policies. You should value others and treat everyone you come into contact with at work with fairness, dignity and respect at all times and uphold their human and other rights.

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### **INFECTION CONTROL**

Healthcare workers have an overriding duty of care to patients and are expected to comply fully with the best practice standards. You have 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; at annual appraisal you will be asked about application of practice measures known to be effective in reducing HCAI

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### **ENVIRONMENTAL SUSTAINABILITY**

All employees of the Trust have a responsibility to ensure they have an awareness of environmental sustainability issues which affect the Trust and to contribute to the achievement of the reduction of the Trust's environmental and energy performance footprint e.g. (but not limited to) the use of energy consumed in workspaces (heat/light/paper consumed) and to recycle consumable products wherever possible using appropriate facilities.

# The Christie Leader

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We have a set of leadership values for our Trust leaders, consisting of:



**If you have any queries relating to this position, you can liaise with our Medical Workforce Team:**

**Medical Workforce Team**  
**[the-christie.medical.workforce@nhs.net](mailto:the-christie.medical.workforce@nhs.net)**

The Medical Workforce team will be able to offer support with queries relating to the recruitment process.

**Jowita Cupial**  
Medical Workforce Advisor  
**[jowita.cupial@nhs.net](mailto:jowita.cupial@nhs.net)**  
**07890 896 684**

Jowita will be able to support with any queries relating to terms and conditions of employment.

**Or if you have an issue that requires further escalation, please contact:**

**Susan Cross**  
Medical Workforce Manager  
**[susan.cross8@nhs.net](mailto:susan.cross8@nhs.net)**  
**07554229568**