

Job Description for Substantive Consultant Haematologist.

Our Trust

Our Trust West Hertfordshire Teaching Hospitals NHS Trust is an acute trust providing hospital services to over 500,000 people living in Hertfordshire and North London across three hospital sites (Watford General where this post is based, St Albans City Hospital, and Hemel Hempstead Hospital). The Trust also manages an outpatient Physiotherapy Unit at Abbots Langley. The Watford Hospital site is by far the largest and is the focus for the Trust's emergency and specialised care. The Trust provides a range of more specialist services to a wider population, serving residents of North London, Bedfordshire, Buckinghamshire, and East Hertfordshire.

We employ around 5,000 staff and over the course of a year treat nearly a million people, including 150,900 people attending our emergency services, nearly half a million via outpatient clinics, and deliver about 4,500 babies.

There has never been a more exciting time to join West Hertfordshire Teaching Hospitals NHS Trust!

The Trust is in line to receive government funding for major redevelopment works with construction due to start on new buildings in 2024. Plans include a new building at Watford General Hospital to house all clinical services, with our hospitals at Hemel Hempstead and St Albans being refurbished throughout with some new buildings. We have recently opened a multi-storey car park at Watford General Hospital with plentiful on-site parking for staff and patients as part of the facilitating works.

Furthermore, our redevelopment is not just about new buildings. Each of our three hospitals will have a clearer role and a higher level of specialist care. This is a unique chance to be at the forefront of national efforts to transform how healthcare is provided for local people. Our hugely experienced project team of senior clinicians, architects, planners, and construction experts have shaped our plans which embrace the latest best practice, including advances in design and digital healthcare. The Trust is also delighted to have recently been awarded Teaching Hospital status in recognition of its wide and well-renowned role in educating doctors, nurses and other healthcare professionals.

We encourage and welcome people with disabilities. For more information, please do not hesitate to contact the Recruiting Manager, Jordan.joseph5@nhs.net

Meet the board

August 2023

(v) Voting member



Phil Townsend (v)
Chairman



Matthew Coats (v)
Chief Executive



Jonathan Rennison (v)
Vice Chair
Chair of Charity Cttee
Care of the Elderly Lead
Learning from Deaths
Lead, Maternity Lead



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Chair of Quality Cttee
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Freedom to Speak Up
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Edwin Josephs (v)
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Non Executive Director
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Director



Professor Ann Griffin (v)
Non Executive Director
Lead on Teaching Status



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Chief Strategy and
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Paul Bannister
Chief Information Officer
and Senior Information
Risk Officer



Kelly McGovern (v)
Chief Nurse and Director
of Infection Prevention
and Control



Andrew McMenemy
Chief People Officer



Don Richards (v)
Chief Financial Officer



Mary Bhatti (v)
Acting Chief Operating
Officer



Dr Michael van der Watt
(v)
Chief Medical Officer and
Director of Patient Safety



Alex White
Chief Redevelopment
Officer

In Attendance



Dr Andy Barlow
Divisional Director for
Medicine



Mr Drostan Cheetham
Divisional Director for
Surgery, Anaesthetics
and Cancer



Mr William Forson
Divisional Director for
Women's and Children's
Services



Dr Rachel Hoey
Divisional Director for
Emergency Medicine



Martin Keble
Divisional Director for
Clinical Support Services



Mitra Bakhtiari
Director of Midwifery and
Gynaecology Nursing

Find us online @WestHertsNHS



www.westhertshospitals.nhs.uk

For more details, please see link below.

<http://www.westhertshospitals.nhs.uk/about/trustboard.asp>

Our hospitals



Watford General Hospital

Watford is the main site for emergency and specialist care. The clinical services include:

- Women's and children's services, including a consultant-led delivery unit, midwife-led birthing unit, antenatal and postnatal clinics.
- Emergency care, including accident and emergency, acute admissions unit.
- Ambulatory care unit, acute wards, intensive care unit and emergency surgery
- Planned care, including outpatients and complex surgery.
- Medical care, including cardiology, care of the elderly, dermatology, endocrinology-diabetes, gastroenterology, hematology, neurology, respiratory, rheumatology and stroke.
- Clinical support, including X-ray, CT, MRI, ultrasound, pathology, pharmacy, radiology, physiotherapy, occupational therapy, and dietetic services.
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Hemel Hempstead Hospital

The clinical services offered at Hemel Hempstead include:

- Antenatal and community midwifery
- Outpatients
- Step-down beds for patients
- Urgent care centre
- Medical care, including endoscopy and cardiac lung function testing
- Diagnostic support, including X-ray, CT, MRI, ultrasound, and non-urgent pathology

St Albans City Hospital

St Albans is our elective, i.e., pre-arranged and non-emergency, care centre. The clinical services offered include:

- Antenatal and community midwifery
- Outpatients
- Minor injuries unit
- Elective and day surgery
- Clinical support, including X-ray, ultrasound, mammography and blood and specimen collection.



We have a set of values that governs everything we do at work, from making difficult decisions to how we work with our colleagues. Our values give us all a common purpose and help patients, as well as their family and friends, to know what to expect of everyone they meet when they visit one of our hospitals.

There is also evidence that where positive values are understood and followed by all staff, patients receive better care.

Opportunities for development

As a Trust, we offer excellent educational and development opportunities for all staff. With strong links to the local universities, we offer an extensive portfolio of courses and programs ranging from personal development through to leadership and management skills.

Our Leadership Academy develops leaders for the future and our induction introduces new recruits to the values of the organization and provides important information about the benefits offered to our staff.

Staff health and wellbeing

We believe in supporting staff and promoting a positive work and life balance. Our Balance4Life program offers staff a wide range of regular health and wellbeing events and activities, including fitness classes, health checks, talks and seminars.

Local Information

Our hospitals are a great place to live and work. We are close to the beautiful Hertfordshire countryside and historical places of interest, with great shopping, excellent restaurants, and vibrant night life. There is a wide variety of leisure, cultural and recreation facilities within the locality and there are excellent schools with a variety of primary, secondary, grammar schools and sixth form colleges available.

We have first-rate transport links with central London, which is easily reached within 30 minutes by rail travel. Bus services run between the railheads and Watford Hospital. The M25 is approximately 15 minutes due north, and all three towns are within easy reach of London, Heathrow, and Luton airports, with a good Jet Link service from Hemel Hempstead.

Hemel Hempstead is close to London and served by the M1, and M25 motorways. There is a rail link from London (Euston) to Hemel Hempstead that takes approximately 25 minutes.

St Albans is 25 minutes from London, close to the M25 and M1 and only 17 minutes by rail from London via the Thames Link.

For more information about the work of our hospitals, please visit: www.westhertshospitals.nhs.uk. You can also join the 2,600 followers we have on Twitter ([www.twitter.com/WestHertsNHS](https://twitter.com/WestHertsNHS)) or @WestHertsNHS) or 'like us' on Facebook (www.facebook.com/WestHertsNHS).

You can view photos from our hospitals on our Flickr page: (

EXAMPLE OF TIMETABLE

When not ward attending.

WGH – Watford General Hospital

	Monday WGH	Tuesday WGH	Wednesday WGH	Thursday WGH	Friday WGH
AM	Admin/ GP communication	Outpatient clinic	Clinic admin Advice & guidance	Formal STR teaching	Admin Laboratory work CPD + other SPA
PM	Outpatient clinic	Haematology MDT	Clinic admin Laboratory work	Audit/ Appraisal/ Mandatory training	Grand round Outpatient clinic

		Departmental consultant meeting			
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When attending at WGH. Frequency 1 in 5

	Monday WGH	Tuesday WGH	Wednesday WGH	Thursday WGH	Friday WGH
AM	Inpatient ward round	Outpatient clinic	Inpatient ward round	Formal STR teaching Board round	Inpatient ward round
PM	Outpatient clinic	Board round Haematology MDT Departmental consultant meeting	Clinic admin Laboratory work	Audit/ Appraisal/ Mandatory training	Grand round Outpatient clinic

Distribution of Proposed PAs in relation to above job plan

DCC	8.5 PAs
SPA	1.5 PAs

DUTIES OF THE POST

The post-holder will be expected to contribute to the usual clinical activities of the haematology department at Watford General Hospital such as outpatient clinics, consultant ward round/ board round, laboratory work (overseeing blood film and bone marrow reporting), Advice & Guidance service for GPs, clinical input to Haematology Day Unit, Haemato-oncology MDT, ad hoc STR morphology teaching and regular formal STR teaching, and departmental operational meeting attendance. Inpatient care is provided at Watford General Hospital, on Winter ward (shared with the endocrine team). Attending consultants are rotating every two weeks, frequency 1 in 5. The consultant will provide continuing responsibility for patient care in partnership with other colleagues.

Office space, a PC with internet access, a microscope and shared secretarial support will be provided. There is a very efficient library service, with on-line access to many journals & textbooks as well as rapid response to requests for reprints

There is an active Trust-wide programme of clinical governance with four Divisional meetings per year which provides the haematologists with the opportunity to attend other divisional meetings, (usually Medicine and Clinical Support), in order to address areas of clinical risk, protocols and complaints which overlap.

In addition, there are four departmental haematology clinical governance half days, which are used to address internal topics, critical incidents and complaints. A regular report is made to the Acute Medical Care Divisional Governance and Quality meeting which then feeds up through the Trust governance structure. Attendance at Governance meetings is mandatory.

The haematologists are involved in an ongoing programme of audit which includes the nationally required audits for blood transfusion and for anticoagulant services. There are additional audits of general haematology, haemato-oncology and patient satisfaction.

There is an ongoing programme of consultant appraisal, job planning and revalidation which complies with national and Trust requirements.

The appointee will be expected to participate in and contribute to the above activities and comply with statutory requirements, in particular the health & safety programme, laboratory accreditation and other quality assurance schemes. Time will be set aside in the job plan for these activities.

There is an active Postgraduate Centre with good facilities, and a programme of regular clinical meetings. The appointee will be expected to participate in the educational programme.

THE DEPARTMENT OF HAEMATOLOGY

Laboratory Haematology and Blood Transfusion

The haematology laboratory and the Pathology Department as a whole are accredited to ISO15189

Medical staff:

Dr Hassen Al-Sader – Consultant Haematologist, Clinical Lead for Haematology, Departmental Lead for Educational

Dr Gail Abrahamson – Consultant Haematologist, Lead for Thrombosis and Anticoagulation, and IVIG panel

Dr Branislav Czako – Consultant Haematologist, Trust Lead for Chemotherapy and Lead for Haemato-oncology MDT

Dr Justin Harrison – Consultant Haematologist, Clinical Director for Pathology, Haematology Laboratory Lead

Dr Anna Wood – Consultant Haematologist, Director of Governance, Lead Medical Examiner

Dr Kyriakos Kaminaris – Consultant Haematologist

Dr Anna Tarnakina – Locum Consultant Haematologist

Clinical haematology, as distinct from laboratory haematology, is part of the division of medicine. The consultant haematologists are therefore included in two separate divisions.

The haematology laboratories are shared with the biochemists on both sites and in addition, with Immunology at Hemel in a blood sciences laboratory. All cold work is processed at the larger laboratory facility at Hemel with extended working hours, with the small laboratory at Watford processing urgent requests for the centralised acute clinical service. As part of the new Pathology service there will be a new-build 24/7/365 Extended Service Laboratory on the Watford site, with the 'cold' blood science services at Hemel relocating to a new Hertfordshire hub along with microbiology. Cellular pathology will move to St Albans

Consultants in post	Name
Consultant Haematologists	Dr Anna Wood
	Dr Justin Harrison
	Dr Branislav Czako
	Dr Gail Abrahamson
	Dr Hassen Al-Sader (HoD)
	Dr Kyriakos Kaminaris
	Dr Anna Tarnakina (Locum)
Consultant Immunologist	Dr Matthew Buckland (off-site support)
Consultant Clinical Scientist	Dr Bharat Patel
Consultant Microbiologists	Dr Hala Kandil
	Dr Prema Singh (HoD)
	Dr Madhuri Vidwans
	locum
Consultant Histopathologists	Dr Tony Maddox
	Dr Paul Richman

	Dr Rowena Smith
	Dr Matilda Ralph
	Dr Fiona Scott
	Dr Lutful Wahab
	Dr Anju Agarwal (HoD)
	Dr Anupama Swamy
	Dr Sabrina Mistry
	Dr Bharati Tripathi

LABORATORY SUPPORT SERVICES

1. Business support team – There is a common business team working across all sites. This is led by the clinical support services manager, who also supports radiology, pharmacy and therapy services. Other members of the team include the pathology services manager with secretarial help
2. Information Technology (IT) – The laboratory uses the ClinySys Winpath laboratory computer system. IT support is provided by Atos, with 2 whole time staff allocated to Pathology. There are database co-ordinators in each department. There are electronic links to all GP surgeries and an electronic results service within the Trust.
3. Phlebotomy support team – Phlebotomy is provided across the three hospital sites providing inpatient and outpatient phlebotomy services. Services are also provided to some of the local GP surgeries and the long stay hospitals. Phlebotomy services are managed by the haematology staff.
4. Office support team – There is clerical support to the laboratories on all sites and this provides support with specimen reception, filing, telephone enquiries and secretarial backup.

Laboratory staff:

- 1 x band 8b Laboratory Service Manager
- 4 x band 8a Laboratory Managers (1 cross site haematology, 1 Immunology, 1 BT, 1 Training and Quality Manager)
- 7 x band 7 Senior BMS, Deputy Lab Managers (4 Haematology, 1 BT, 2 Immunology)
- 13 x band 6 Specialist BMS
- 1 x band 5 Registered BMS
- 1 x band 5 Trainee BMS Annex U
- 4 x band 3 MLA
- 27 x Phlebotomists
- 2 x Transfusion Nurse Specialist Practitioners

Main Analysers

4 x Beckman Coulter DxH800
 1 x Beckman Coulter DxHSMS staining machine
 ESR – 2 x Menarini VesmaticCube
 Blood Transfusion – 2 x IH1000 analysers
 Coagulometers – IL TOPS x 4
 Haemoglobinopathy analysis – Biorad x 1

Annual Workload: Population Served 500,000

FBCs	355,000
ESRs	65,000
Special Haematology (includes haemoglobinopathy)	9,000
Coagulation (includes INRs and clotting screens)	135,000
Blood Transfusion	84,000
Immunology	50,000

(B12, folates, ferritins undertaken by Biochemistry)

Approximately 50% comes from Primary Care.

There are arrangements for referral for specialist laboratory services including cytogenetics, flow cytometry and molecular studies. The designated Specialist Integrated Haematological Malignancy Diagnostic Service (SIHMDS) is at Imperial Healthcare NHS Trust

NEQAS

The haematology laboratory participates in the NEQAS schemes for all the investigations undertaken which include the following:

Full blood counts, reticulocytes, blood and parasite films, abnormal haemoglobins, automated differential, rapid malaria screen, sickle solubility, G6PD and cytochemistry

Blood coagulation – level 1 and level 2

INR and dosing

PT/APTT and heparin dosage assessment plus individual factor assays, thrombophilia screening, D Dimer and Lupus anticoagulant testing.

Training

The laboratories are accredited for BMS training and there is an active programme in place. This is headed up by a training officer who also acts as the quality manager.

Health & Safety

Responsibility for health and safety is delegated to departmental laboratory managers from the pathology service manager and is monitored through the Pathology Health & Safety group and clinical governance meetings.

Budget Holder

The budget holder of the haematology and blood transfusion laboratory is the band 8b laboratory service manager.

ANTICOAGULANT SERVICES

Inpatient anticoagulation is managed by all clinical teams with advice from the haematologists as required. Outpatient anticoagulation for the whole Trust is managed by the haematologists with some General Practices providing the service. The service is run by a team of 5 specialist nurses (3.6 WTEs) as well as a 1.0 WTE Thrombosis Prevention nurse, accountable to the anticoagulant lead haematologist. It includes hospital-based clinics, community-based clinics, phlebotomy only clinics and a domiciliary anticoagulant phlebotomy service on all sites. This network is supported by a computerised dosing system (DAWN), which utilises a single patient database which can be accessed from any of the sites. In addition, the nurses are responsible for dosing and for managing reversal if required, under the direction of the lead haematologist. They work to agreed protocols. The team meets regularly to update and agree protocols and documents and to address any issues that may arise.

Quality & Standards

- Participate in DAWN users quarterly benchmarking exercise.
- Full compliance with NPSA standards and NICE guidelines on VTE prevention.

BLOOD TRANSFUSION

There is one centralised transfusion laboratory at Watford managed by a lead consultant, a band 8a blood bank manager, a Transfusion Nurse Specialist and a Transfusion Practitioner. Blood products are supplied and issued to all Trust sites. The laboratory utilises fully automated technology (IH1000) and electronic compatibility testing. The transfusion team meets monthly, there is a Trust-wide Transfusion Committee which meets quarterly chaired by a consultant anaesthetist, and the HTC is represented at the Eastern Region Transfusion Committee. The department is compliant with the UK Blood Safety and Quality Regulations. Antenatal serological testing is provided by the transfusion team in the first instance with antenatal antibody quantitation referred on to NHSBT. An autologous blood transfusion service is available in the form of intra-operative and post-operative cell salvage. Pre-deposit autologous transfusion is not provided.

Blood transfusion services will be relocated to the new ESL as part of the Pathology outsource

CLINICAL HAEMATOLOGY

Medical staff:

- 6 Haematology consultants 5.84 WTE
- 2 Haematology STRs
- IMT
- Locum SHO
- FY1
- Macmillan haemato-oncology clinical nurse specialists (2.8 WTE)
- Haematology CNS
- Anticoagulant nurse specialists (3.6 WTE)
- Thrombosis Prevention nurse specialist (0.6 WTE)
- Sickle cell nurse (0.6 WTE)

Inpatient Management

The Haematology service has inpatient beds on Winter ward shared with the diabetes & endocrinology team where there are single accommodation rooms for neutropenic patients. Haematology patients are admitted to Winter ward from the Acute Admissions Unit (AAU). Average number of inpatients varies from 2 – 10. There is a dedicated FY1 who manages the haematology inpatients daily with IMT and the ward STR. The consultants (currently 5) cover the wards and rotate every two weeks with official ward rounds three times a week and board rounds on two days of the week. There are daily haematology referrals from the AAU which is always included on the ward rounds. The Haematologists also provide advice on all the solid tumour neutropenic patients post chemotherapy.

Helen Donald Unit (Haematology Day Unit at WGH)

All haematology patients requiring procedures and outpatient treatment attend the day ward. The scope of treatment given on the day ward includes chemotherapy, blood transfusion, bone marrows and patient reviews. We also provide immunosuppressive, chemotherapy and antibody treatment for patients from other specialties.

- 1 x band 7 nurse - Day Unit manager (1.0 WTE)
- 1 x band 7 nurse - Trust Chemotherapy Lead Nurse (0.6 WTE)
- 3 x band 6 nurses - (2.5 WTE)
- 6 x band 5 nurses - (4.7 WTE)
- 2 x band 3 nurses - (1.6 WTE)
- 1 x band 2 nurse - (1.0 WTE)

All Haematology Day unit staff are appropriately trained and there is an ongoing nurse training programme to maintain this level of expertise. They can place peripheral lines, administer all the outpatient chemotherapy. They are responsible for the care of central lines which are placed by the vascular surgeons at Watford. PICC lines are placed by trained specialist nurses working within other specialities.

Outpatient Clinics

The haematology service provides specialist outpatient services at WGH and HHH. These include 2 week suspected haematological cancer referrals, other urgent haematological cases diagnosed on a different pathway and many general non-malignant haematological conditions.

Over the past four years the demand in new outpatient activity, both malignant and general, has increased by 8.9% with a marked increase in haemato-oncology activity.

Haematological Oncology

Compliance with Guidelines and Standards

- Inpatient haematology service and Haematology Day Unit at Watford General Hospital fulfils all the criteria for a BCH level 2b service. Haematology oncology service complies with the chemotherapy measures (Haematologists manage the adults: paediatricians manage the children)
- The main research activity is through clinical trials, the department aspires to recruit to any suitable clinical trial
- In line with the Cancer Plan, protocols and processes are in place to meet the Two-Week wait guidelines and other targets as appropriate.
- All patients with haematological malignancies are discussed at weekly MDT meetings.

ITU, a renal dialysis unit, bronchoscopy and other support facilities are all at Watford.

All chemotherapy is prescribed through an electronic prescribing system (Chemocare). Chemotherapy is made up on site by specialist pharmacists. The lead pharmacist is part of the day unit team and attends regular local chemotherapy group meetings, contributing on a regular basis to protocol developments and trouble shooting and also attends the haematology MDT. The Baxters Preparation Unit based at Mount Vernon provides backup if required.

Radiotherapy is provided principally from the Cancer Centre at Mount Vernon, which is a few miles away.

Patients with haematological malignancy considered suitable for stem cell transplantation are referred to UCLH. Patients with aplastic anaemia are referred to King's College Hospital, London. The designated Teenage & Young Adults with cancer centre (TYAC) is UCLH and the department partakes in shared care arrangement.

Terms and condition of service

The appointee will have continuity of care for the patients in his/her care. He/She will also undertake the administrative duties associated with the care of his/her clinical department.

West Herts Hospital NHS Trust will be responsible for issuing a contract for the number of programmed activities agreed between the appointee and the trust.

The present salary scale is £93,666- £126,281 per annum.

The successful applicant will be expected to live within 30 minutes travelling time of the three hospitals. Relocation expenses will be considered if applicable.

The post holder will require occupational health clearance, A satisfactory medical examination is a condition of employment for Medical and Dental staff in the NHS. Therefore, the successful candidate may be required to undergo such an examination unless a satisfactory one has been carried out within the last twelve months. Candidates wanting part-time employment are invited to apply for the post.

The appointee will be expected to cover annual, and study leave of other consultant colleagues. The post holder will make timely arrangements for cancelling of clinical duties during leave periods in accordance with Trust policy.

Private Practice

The consultant may engage in private practice in accordance with schedule 9 of the Terms and Conditions of Service, NHS Code of Conduct for Private Practice and Trust policies on private practice. Regular private practice commitments should be stated in the job plan.

Indemnity

The Trust Board will indemnify the post-holder for all National Health Service work undertaken as part of the contract of employment. Adequate defence cover should be taken out by the post holder to provide cover for any work undertaken outside the scope of the indemnity scheme.

Equal Opportunities

The post holder will be expected to adhere to the Trust's Race Equality Scheme.

Health and Safety

The post holder will be expected to work in accordance with the Trust's Health and Safety policy and professional codes of practice.

Smoking

The Trust operates a no smoking policy.

Confidentiality

The post holder will be expected to always maintain staff and patient confidentiality.

Conflict of Interests

The post holder must declare any conflicts of interest which may potentially result in personal gain.

Job Plan

This will be reviewed annually with the Clinical Lead for the specialty and Divisional Director for medicine. Allocation of duties may alter to meet circumstances such as changes in consultant staffing and the introduction, expansion or reduction of services or changes in the annual work programme.

Visits to the hospital Further information may be obtained from Sue Barke, Assistant Divisional Manager on 01923 436221 (Sue.Barke@nhs.net) or directly from Dr Hassen Al-Sader (h.al-sader@nhs.net). Visits are encouraged both prior and after applying for the post.

PERSONAL SPECIFICATION

	ESSENTIAL	DESIRABLE
QUALIFICATIONS	MRCP or equivalent FRCPATH in haematology or equivalent Full and specialist registration (and a licence to practise) with the General Medical Council (GMC) (or eligible for registration within six months of interview) Applicants that are UK trained, must also be a holder of Certificate of Completion of Training (CCT), or within six months of award of CCT or equivalent by date of interview. Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT	

GENERAL EXPERIENCE	Prior experience of working as a registrar/consultant in a haematology service Experience in management of general haematology as well as acute leukaemia and all other haematological malignancies	Experience of leading change and/or service development
COMMUNICATION SKILLS	Excellent interpersonal skills – ability to communicate effectively (written and verbal) with patients, colleagues, relatives and staff; communicate openly and honestly with good listening abilities.	Attendance at an advance skills communication training programme.
ADDITIONAL SKILLS	Management and committee experience Understands information systems and technology	Attendance at a programme of management training
PERSONAL REQUIREMENTS	Resourceful, outgoing Ability to work in team Leadership potential Flexible and adaptable to competing demands Receptive to change Good organisation skills A commitment to continuous improvement, with a positive attitude, seeks out learning, and continually develops skills and the service Enthusiasm to take a lead role in clinical development Empathy and sensitivity: ability to listen, understand and involve people	
OTHER REQUIREMENTS	Current driving licence	