



Consultant in Haematology

Recruitment Briefing

Introduction

Dear Candidate,

Thank you for your interest in Wirral University Teaching Hospital NHS Foundation Trust (WUTH) and this hugely important position of Consultant in Haematology.

This organisation is a major employer on the Wirral and we take our role as a partner in the wider health and care economy seriously. We recognise our opportunity and responsibility to improve the future well-being of our population. As an evolving and strengthening senior leadership team we are addressing performance challenges whilst developing a clear strategy to achieve our potential as an organisation and a system.

We are seeking a values-driven Consultant in Haematology who can handle risk and ambiguity comfortably and can bring intellect and insight to leading complex services within the context of a wider health and social care economy. Providing clear structures of accountability which empower our capable staff to innovate and drive sustainable change, this role will require an exceptional communicator who will be politically astute and quickly able to develop strong relationships internally and with a wide range of external stakeholders. We are interested in hearing from experienced clinical leaders who share our values and ambition and who are excited by the opportunity to help shape a vibrant health and care economy.

Wirral really is an enjoyable place to live and to work. I hope you enjoy finding out more about WUTH and its local area of beautiful coastline, recreation and adventure inside this recruitment briefing. Should you wish to talk anything through, please do get in touch.

I look forward to meeting you during the process.

Dr Nicola Stevenson
Executive Medical Director



The local area

Wirral has a stunning coastline and a beautiful countryside, making it a great place to live and work.

It offers 50 miles of rural walking routes, cycle areas and beaches. In fact Wirral has two of Britain's most famous rivers, the Mersey and the Dee, running along its Eastern and Western coastline.

Excellent housing is available in nearby suburbs and there are a variety of schools. The University of Liverpool, University of Chester and Liverpool John Moores University are also easy travelling distance.

There is also quality food and drink, including Michelin Star dining and many tea rooms.

The area has an idyllic, serene, landscape and is a delightful location for those who like to unwind with a round of golf as it boasts 14 golf courses.

The cities of Liverpool, Chester and Manchester as well as North Wales are easy reach to and from Wirral with various transport links including motorway, train, bus or ferry. National parks, the Peak District and Lake District are also easily accessible.

There are also excellent transport links to Liverpool John Lennon Airport and Manchester Airport offering both budget and long-haul flights.

Wirral is also an area of rich history with many heritage buildings within its picturesque surroundings.



About WUTH

Wirral University Teaching Hospital serves a population of 400,000. It is one of the biggest and busiest acute NHS trusts on the North West, employing more than 6,000 staff.

Our aim is to deliver the highest quality care for every patient. As a teaching hospital we are renowned as a leader in the region for high quality education and training for a wide range of staff including doctors, nurses and other clinicians.

We are proud of our teaching hospital status and we work closely with the University of Liverpool, University of Chester and Liverpool John Moores University to ensure staff and services reflect the very best clinical practice available.

Our organisation is at the forefront of innovation and a centre of excellence for digital technology. As a Global Digital Exemplar (GDE) we are one of the most digitally enable hospitals in the country, using technology to enhance patient care.

We are one of only 12 NHS acute trusts to achieve the GDE status to develop our digital technology, we call this Digital Wirral.



Our WUTH future



As Wirral's largest employer, WUTH is the thriving heart of the local community. Comprising Wirral's only Emergency Department, it is one of the biggest and busiest acute NHS trusts in the North West.

We want to make WUTH a truly great place to both receive care and work and the refresh of our vision and values is a fundamental part of this.

Recent months have seen a period of significant change and challenge, for us as an organisation and across the system and wider NHS.

Despite all of this, colleagues have carried on with great professionalism and have continued to provide good compassionate care to our patients. This has all taken place through what has been one of the hardest winters we have known.

We are well on with our journey of improvement and making a clear commitment to engaging with and investing in the whole of our workforce to support them to lead and improve their services.

There has been a focus on our future road map and what our improvement journey needs to look like. WUTH is a great place and we need to be recognised as an organisation that has quality improvement and supporting all staff to deliver the very best care at its heart.

One of the key steps in moving successfully is to 'bring to life' our organisational vision and values. We're currently in the process of updating these, and something we would like you to be a part of.

The opportunity

Job Title	Consultant in Haematology
Division	Medicine and Acute
Reporting To	Clinical Service Lead

The Post

This is an exciting opportunity to join an expanding service in a busy DGH with a job plan offering a good work life balance. Wirral University Teaching Hospital (WUTH) Haematology Team currently has 4.0 WTE Haematology consultants covering Haematology services for the population of the Wirral.

This advert is for 3 x full time (10PAs) consultant posts (2 new posts and one replacement for retirement) with potential job plan outlined below but for negotiation with the successful candidate. The successful candidate will also participate in the in-patient haematology referral reviews and consultant on-call rota, which will be a 1 in 6 frequency with 1 week as the ward attending Consultant when clinics will be withheld.

Haematology services are based on a single site and there will be the opportunity to develop and take a lead in an area of specialist interest.

This service is supported by one Specialist Registrar, two F2s and one CT2. In addition, there is one Nurse Consultant, 1.8 WTE Specialist Nurses and 1.0 WTE Support Nurses covering the Arrowe Park site, with 5 nurse led clinics per week.

There is also pharmacy support with 1 8b pharmacist and 2 band 7 pharmacists who support the chemotherapy service and provide hydroxycarbamide clinics

The successful candidate will also be provided with a designated office, secretary and computer. All newly appointed consultants will also be offered a consultant mentor.

Principle Duties of the Post

The principal duty of this post is to provide a comprehensive clinical service to patients.

1. To at all times, comply with the GMC's guidance on 'Good Medical Practice' as amended or substituted from time to time.
2. To ensure that patient confidentiality is maintained at all times.
3. To undertake duties as defined within the attached job plan in so far as practicable and in agreement with the Clinical Service Lead.
4. To be responsible and managerially accountable for the reasonable and effective use of Trust resources that you use and influence, and professionally accountable to the Medical Director.
5. On commencement to ensure personal attendance at the Trust's corporate Induction.
6. To participate in the Trust's Statutory & Mandatory training programme.
7. To be responsible for the Clinical Management of all patients under your care.
8. To work flexibly with colleagues to meet the needs of the service and achieve trust and national targets.

Clinical Duties

Job plans will be reviewed annually, following an appraisal meeting. There will be an annual appraisal, job planning and objective setting with the Clinical Service Lead and evidence from this will be submitted for revalidation. The job plan will be a prospective agreement that sets out a Consultants typical working pattern, duties, objectives and responsibilities for the coming year. It will cover all aspects of a Consultants professional practice including clinical work, teaching, research, education, managerial responsibilities and external commitments.

On appointment of the post holder, the Clinical Lead will commence discussions to finalise the job plan which will become operational on appointment. The job plan is an indicative plan of the duties the post holder is likely to be asked to undertake. Flexibility is a key element of this post and the post holder must be willing to adapt the job plan on an ad hoc basis to meet service and patient needs. An indicative PA breakdown is provided below:

PA breakdown

SPA	1.5 PAs
Admin	2 PAs
WR, Clinics, referrals	5PA
MDT	1 PA
Unpredictable on call	0.5 PA
Total	10 PAs

In the last calendar year, the service saw 1342 new patients and 12,472 follow up patients.

The job plan would be subject to change by negotiation. Additional PAs and may be available subject to the needs of the service.

The Trust supports the requirements for continuing professional development as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities

Management Structure

The Division is led by Dr John Corless (Associate Medical Director) Mr Alistair Leinster (Divisional Director) and Mr Sachin Ramdhay (Divisional Director of Nursing). The Clinical Lead for Haematology is Dr Ranjit Dasgupta.

At specialty Level, there is triumvirate of Dr Dave Tarpey (Clinical Directorate), Patrick McKeown (Divisional Manager) and Helen Morris (Associate Director of Nursing).

Staffing

Wirral University Teaching Hospital Haematology Team:

- 4.0 Consultant Haematologists
- 1.0 Specialist Registrar
- 2.0 F2
- 1.0 CT2
- 1.0 Nurse Consultant
- 1.8 Haematology Nurse Specialists
- 1.0 Haematology Support Nurses
- 1.0 Haematology Research Nurse

1.0 Band 8b pharmacist

2.0 Band 7 pharmacists

On Call Arrangements

Together with the other full-time consultants, the new incumbent will also participate in seven day working. The frequency of the weekend rota will be 1 in 6. At the weekends, consultants from Cardiology, Geriatric Medicine, Diabetes, Respiratory, Stroke, Nephrology, Haematology, Gastroenterology and Acute Medicine are all on site as part of seven day working. The weekday rota frequency is also 1 in 6. The availability supplement for on call is 3% of the full time basic salary.

Secretarial Support and Accommodation

Secretarial services and office accommodation will be provided. Access to a personal computer (including Internet access), appropriate IT support and training will be available if required.

The Haematology Service

The trust provides haematology services to the 400,000 population of the Wirral.

Inpatient care includes high intensity chemotherapy (BCSH level 2b) and is delivered on ward 30. Haematology has approximately 14 beds (all side rooms) on ward 30 with the ward, shared with the Palliative care team.

There is an adjacent haematology day ward with 8 chairs and 2 beds for day case chemotherapy. A separate medical day case unit is available for transfusion support. The ward has been awarded the Macmillan level 4 service award.

Chemotherapy clinics are delivered in a dedicated haematology area adjacent to the ward.

There are approximately 350 2-week referrals per year and approximately 1000 other new patient referrals.

We diagnose approximately 49 leukaemia's, 32 myelomas, and 80 lymphoma patients per year.

There is a joint MDT with the Countess of Chester hospital with input from the specialist lymphoma and myeloid teams from Clatterbridge Cancer Center-Liverpool (CCC-L). Support is via a Haematology MDT Co-ordinator, 2 haematology Radiologists and Pathology support from the HODS service, as well as CNS support.

General clinics include the full range of haematology problems.

Anticoagulation clinics are managed within GP practices on the Wirral and a VTE service is run by the community trust with advice provided by the Haematology service as required.

We are a designated TYA centre with a TYA MDT provided via CCC-L.

We have close links to the specialist teams in CCC-L for transplant support and the Christie NHS Foundation Trust for CAR-T therapy and trial options.

We are an active recruiter to national clinical trials.

Liverpool University Hospitals Foundation Trust provides specialist haemostasis and thrombosis services as well as being the local haemoglobinopathy center.

The Laboratory service

The laboratory provides a fully UKAs accredited lab service. Pathology services are provided by the Haematology oncology diagnostic service in Liverpool which provides an integrated service including genetics and molecular services and provides direct input into the MDT.

From a Haematology perspective, in 2021/22, our laboratory conducted 438,942 full blood counts and clotting screens 57,574, with a total Haematology workload of 812,065. The total blood bank workload across this period was 87,619 and there was a total of 12,065 blood transfused units.

Information Technology

Since 1990 Wirral Hospital Trust has been working towards an electronic patient record. It is recognised to be leading the way both nationally and internationally and has been awarded 'Global Digital Exemplar' status in 2016. The Trust hosts regular demonstrations through open days and presentations at healthcare conferences. Wirral was the first UK hospital to introduce prescribing on line – paper requests do not exist. Over the years our systems have evolved such that all radiology and laboratory requests are now placed electronically through structured screens and results reported on line. The system facilitates the production of timely discharge letters. Improvements in quality of patient care are obvious and in many cases costs have been reduced.

The Clinical User Group and Data Quality Group are working closely with the Wirral Wide Informatics Team towards a replacement paperless integrated care record system. This will link not only primary, secondary and tertiary care, but also community healthcare workers, e.g. Opticians, Pharmacists and Social Workers. We no longer write in paper notes on ward rounds, but use all electronic patient clinical noting.

All successful applicants, whatever their position in the hospital, are expected to embrace and participate in the 'paperless integrated record' philosophy. Stand alone data systems will be actively discouraged. An understanding of the technical aspects of computers is not necessary and appropriate training will be provided.

Education

The Wirral University Teaching Hospital has extensive facilities for Postgraduate education with two excellent and active Education Centres on the two sites of Arrowe Park Hospital and Clatterbridge Hospital. In addition to fully equipped Lecture Theatres and Seminar Rooms for teaching purposes, both Centres have well-stocked Medical Libraries with full-time staff. There are a number of computers available 24 hours a day at Arrowe Park Hospital and during working hours at Clatterbridge Hospital, giving access to a wide variety of databases including Medline and the Cochran Library for literature searches, as well as access to the Internet. A new Education Centre has recently been opened at Arrowe Park Hospital.

The Director of Learning and Development, in association with the two Postgraduate Tutors, organises a programme of hospital-wide educational topics. A well supported Medical/DME Unit clinical meeting is held every Wednesday lunchtime and includes case presentations including "hot" cases and monthly journal clubs. The junior medical staff have specific teaching meetings to which the successful applicant will be expected to contribute.

Second, third, fourth and fifth year medical students from Liverpool University undertake part of their training at the Wirral Hospital Trust each year and there is an active Undergraduate Education Centre in the hospital with seminar rooms, IT suite and library facilities.

The successful applicant will be expected, whilst undertaking clinical duties, to take an active role in the teaching of postgraduate medical staff and in undergraduate teaching where applicable. He/she should also expect to be accompanied by a doctor in training for at least two programmed activities. Consultants will also contribute to the direct teaching of trainees in the form of tutorials, journal clubs, etc. in collaboration with colleagues.

Funding is available for appropriate study leave and Continuing Professional Development.

Continuing Professional Development (CPD)

There is a monthly meeting with all the consultants from the Medicine and Acute Divisions and chaired by the Associate Medical Director (Senior Clinicians Divisional Forum). This is followed by the Patient Safety Forum and is chaired by the Clinical Governance Lead.

Annual Appraisal

The Consultant Appraisal System at WUTH has been established in accordance with Department of Health's National Appraisal Scheme for Consultant Medical Staff. All appraisers have been trained in appraisal techniques. Annual appraisals include monitoring of attendance at mandatory training and in compliance with infection control recommendations as well as monitory CPD and audit attendance. The appraisal reports are submitted to the Chief Executive and Medical Director. In case of any issues which cannot be reconciled by the clinical directors these will be referred to the Medical Director.

Annual and Study Leave

The annual leave entitlement is six weeks and two days (32 days) per year plus public holidays (or days in lieu) observed by the Trust. All periods of leave are granted subject to the exigencies of the service. Applications are made on standard forms and will need to be approved by the Clinical Service Lead and Clinical Head of Division, who provide management medical support for this post. These are then submitted electronically.

The study leave entitlement is 30 days in any period of three years in relation to leave with pay and expenses in the United Kingdom. All study leave must be applied for in advance on standard application forms and will need to be approved by the Clinical Head of Division.

Consultants are asked to give six weeks' notice of leave so that clinical sessions are not cancelled at short notice.

National Health Service Litigation Authority (NHSLA)

In the course of your work you are to bring to the attention of the person in charge of your area:

- Any situation which reasonably could be considered to represent a serious or immediate danger to the health and safety of any person.

- Any matter which reasonably could be considered to represent a short coming in the Trust's health and safety protection arrangements.

It is a requirement of the Wirral University Teaching Hospital that the staff comply with the following standards:-

- 1 Support the Risk Management Process within the Wirral Hospital Trust
- 2 Work with the Directorate to ensure risk to patients, staff and the public are identified through the use of the clinical and non-clinical incident reporting system.

Equal Opportunities

You are required to work within Trust Equal Opportunities policies and promote equality of opportunity and equality of access to healthcare at all times.

Notice

A period of three months' notice, terminable on either side is applicable to this appointment.

Rehabilitation of Offenders Act 1974

Because of the nature of the work this post is exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applications for the post are not entitled to withhold information about convictions which for other purposes are "spent" under the provision of the Act and, in the event of employment any failure to disclose such convictions could result in disciplinary action or dismissal by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for a position to which the Order applies.

Canvassing and relationships

Canvassing will result in disqualification. Applicants who are related in any way to any member or senior officer of WUTH should declare this as part of the application process.

Health Clearance

Appointment is subject to Health Clearance by the Trust's Occupational Health Department.

Smoking Policy

Employees, trainees and volunteers are not permitted to smoke while they are on duty (irrespective of their location) or in the grounds of the hospital and other health premises. WUTH is a smoke free hospital.

Qualifications

The post holder will need a sound background of Haematology as well and experience in management of haematological emergencies. CCT/CESR CP/Article 14 in Haematology is essential.

Visiting Arrangements

Interested applicants are encouraged to visit the Hospital. Arrangements may be made with:-

Dr Ranjit Dasgupta Clinical Lead (Haematology)
Arrowe Park Hospital
Telephone: 0151 678 5111

Shortlisted Candidates Only:

Dr. Nicola Stevenson, Medical Director
Direct Dial - 0151 678 5111 ext 2960

Dr John Corless, Associate Medical Director
Telephone: 0151 678 5111

Consultant Mentor

A nominated mentor will be available for the new appointee.

Audit/Research

To fully participate in Clinical Governance arrangements across the Trust including participation in clinical audit, research (where appropriate), pursuing an agreed agenda with colleagues and the Trust Board and fully co-operating in implementing the results in order to achieve best practice.

Teaching

1. To share responsibility with other Consultants for the recruitment, appointment and supervision of junior medical staff in accordance with Trust policies.
2. To devote time on a regular basis for teaching and training of junior medical staff, contributing as appropriate to post-graduate and continuing medical education.

Person Specification

	Essential	Desirable	Method of Assessment
Qualifications and Training	<ul style="list-style-type: none"> • Hold a medical qualification or qualification registered with the GMC • Entry onto the Specialist Register for GMC or be within six months of obtaining CCT/CCST/CESR in haematology or equivalent • Appropriate higher medical qualification such as MRCP 	<ul style="list-style-type: none"> • MD or equivalent higher degree or evidence of relevant research 	CV Application form
Clinical Experience	<ul style="list-style-type: none"> • High standard of clinical skill and expertise in the specialty • Able to contribute to the full range of skills required for the on-call rota for the specialty 		CV Application form Interview
Management & Administrative Experience	<ul style="list-style-type: none"> • Audit/Research • Has attended a recognised management training event or will have such training on completion of CCT/CCST/CESR • Supervision of post graduate trainees • Personal time management skills • Clinical Governance • Ability to organise in patient and outpatient waiting lists 	<ul style="list-style-type: none"> • Familiarity within issues of service organisation and development 	CV Application form Interview
Teaching Experience	<ul style="list-style-type: none"> • Experience of teaching and supervising undergraduate and postgraduate trainees • Ability to teach clinical skills 	<ul style="list-style-type: none"> • Experience of teaching lay groups and other staff groups • Teaching qualifications 	CV Application form Interview
Research Experience	<ul style="list-style-type: none"> • Ability to contribute to change management • Ability to apply research findings to clinical problems • Ability to critically review research 	<ul style="list-style-type: none"> • Publications in peer review journals 	CV Application form Interview
Personal Attributes	<ul style="list-style-type: none"> • Ability to work in a multi-disciplinary team • Ability to work in partnership to deliver a patient centred service • Demonstrate an understanding and willingness to embrace user involvement • Good interpersonal skills • Enquiring, critical approach to work • Ability to communicate with patients and relatives • Commitment to continuing 		CV Application form Interview

	<p>professional development</p> <ul style="list-style-type: none">• Willingness to undertake additional professional responsibilities to local, regional or national levels• Willingness to work flexibly with consultant colleagues and management to maintain and develop a comprehensive service		
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Indicative Timetable

On-call week (week 1)						
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday and Sunday
AM	Chemo clinic	Ward Round (Ward 30)	Ward Round	Ward Round	Ward Round	Ward Round
PM	MDT	Referrals/Admin	Referrals/Admin	Off	Referrals/Admin	

Post on-call week (week 2)						
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday and Sunday
AM	Chemo Clinic	2WW Cancer Clinic	Routine clinic	Off	MDT Ward Round/Admin	Off
PM	MDT	SPA	Admin/SPA	Off	Admin	Off

Standard week (weeks 3, 4, 5 & 6)						
	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday and Sunday
AM	Chemo Clinic	2WW Cancer Clinic	Routine Clinic	SPA/lab work	MDT Ward Round/Admin	Off
PM	MDT	SPA	Admin/SPA	Off	Admin	Off

The Trust is committed to safeguarding and promoting the welfare of all unborn babies, children and adults and is signed up to both Wirral Safeguarding Children's partnership Board and the Merseyside Safeguarding Adults Board policies and procedures. All Trust staff must be familiar with, and adhere to, these procedures. It is the post-holder's responsibility to attend the Trust's mandatory Safeguarding Protecting Vulnerable People training, and to follow the relevant Trust's Policies and Practice Guidance.