

Be part of Our Future

Consultant Application Pack

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SECTION 1: ABOUT UHL NHS TRUST

The University Hospitals of Leicester NHS Trust (UHL) provides services for 1.1 million people in Leicester, Leicestershire and Rutland, and a further 2 million nationally through our specialist cardiac and renal services. The geography features the vibrant urban centre of Leicester, as well as beautiful rural areas in the wider county and Rutland.

Our three acute sites are the Leicester Royal Infirmary, the Leicester General Hospital and the Glenfield Hospital. As an integrated Trust, we provide services in seven community hospitals as well as in people's homes and virtually. We are a renowned biomedical research facility with an established international reputation for research excellence in cardiovascular, respiratory, diabetes, renal and cancer medicine. Together with University of Leicester, Loughborough University and De Montfort University – and as one of the country's largest teaching hospitals – we provide world-class training for tomorrow's health and care professionals.

As an organization with a long history and a £1.5bn annual turnover, we also play a role as a community anchor organisation. More than 18,000 people representing over 70 different nationalities work at UHL and we are proud of the diversity of our workforce. As one of the largest employers in the region, we use our economic influence to improve the health and wellbeing of our community, by purchasing local goods and services and being a good civic partner.

We are committed to working in partnership with health and social care, local authority and charitable sectors to make a difference at scale. UHL's 2023 – 2024 strategy, published in October 2023, sets out a clear vision to be leading in healthcare and trusted in communities.

Our strategic framework

Vision: Leading in healthcare, trusted in communities

Four goal areas

High-quality care for all

We will deliver timely, safe and personalised care for everyone who needs it

A great place to work

We will support our diverse workforce and create learning environments that promote high-quality care

Partnerships for impact

We will make a difference at scale and strengthen community relationships

Research and education excellence

We will grow as an international centre of excellence for research, education and innovation

Our UHL values

Compassionate

We care for patients and treat each other with kindness, dignity, and respect

Proud

We are proud of what we do, are responsible for our actions, and continuously improve to be the best we can be

Inclusive

We promote fairness and equity, celebrate diversity, and challenge discrimination wherever we find it

One Team

We work together and collaborate to make a difference for patients, partners and communities

Embedding health equality and inclusion in all we do

Enablers of success

Continuous improvement approach

Digital, data and technology

Financial sustainability

Becoming a Green Trust

Working with people and communities

Welcome from Our Chief Executive

Mr Richard Mitchell

“Thank you for your interest in joining University Hospitals of Leicester NHS Trust (UHL). We are proud of the progress we are making and we are excited about our future as an integrated provider of health and care.

At UHL, we are working to achieve four goals; high quality care for all, a great place to work, partnerships for impact and research and education excellence. We have a turnover of £1.5bn and over 18,000 colleagues and we provide care in three main acute sites, seven community hospitals and in patients’ homes.



UHL and University Hospitals of Northamptonshire (UHN) have formed a collaboration with me as the Joint Chief Executive. The three neighbouring trusts provide home, community, hospital and virtual care to a population of over two million people in the East Midlands. The Trusts have many shared services, jointly employed clinicians and deliver world leading research through the Leicester National Institute of Health and Care Research (NIHR) Biomedical Research Centre.

We will work more closely to strengthen clinical and support services and will improved efficiency, productivity and quality. We will collaborative with NHS and Local Authority partners to improve health and wellbeing of patients and create better employment opportunities across the region.

I am proud to work in Leicester, Kettering and Northampton, we have a truly diverse workforce and I look forward to working with you too.”



Richard Mitchell
Chief Executive Officer
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SECTION 2: ABOUT THE UNIVERSITY OF LEICESTER

The University of Leicester is the major academic partner of the University Hospitals of Leicester NHS Trust. This partnership is hosted within the University by the College of Life Sciences and enables the highest standards of research, education and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, locally within Leicester, Leicestershire and Rutland and in the wider world. Contributions made by consultant colleagues to this broad academic mission are recognised by the University through the award of a range of honorary titles from Honorary Fellow through to Honorary Professor.



The high calibre of our academic endeavour was recognised in the latest Research Excellence Framework (REF2021) which ranked the University of Leicester 2nd for Clinical Medicine (UoA1), with 95% of our submission ranked world-leading (4-star) or internationally excellent (3-star). Leicester was also ranked 18th (of almost 3,000 medical schools) in both the 2021 and 2022 Shanghai World Ranking, and 5th in the UK (the highest rank for Clinical Medicine outside of the Golden Triangle)

The College hosts two Research Institutes: [Leicester Institute of Structural and Chemical Biology, Led by Prof John Schwabe](#) and the Leicester Institute for Precision Health <https://le.ac.uk/research/institutes/precision-health> led by Professor Chris Brightling; and nine Research Centres:

- Centre for Cancer Research,
- Centre for Diabetes Research,
- Centre for Microbial and Infectious Disease,
- Centre for Environmental Health and Sustainability,
- Centre for Phage Research,
- Centre for Lifespan Health and Wellbeing,
- Centre for Fibrosis Research,
- Centre for Sarcopenia and Muscle Research, and
- Centre for Population Health.

Our newly expanded NIHR Biomedical Research Centre (BRC) recently received a 2.5-fold increase in funding, and now brings together the work of: Cardiovascular; Respiratory and Infection; Lifestyle; Personalised Cancer Prevention and Treatment; Environment; and Data innovation for Multiple Long-Term Conditions and Ethnic Health

The University's Mission is to 'change lives through education and research' and to work in partnership with our communities to become truly inclusive.

Our values are:

- **Inclusive**, diverse in our makeup and united in ambition;
- **Inspiring**, passionate about inspiring individuals to succeed and realise their ambitions;
- **Impactful**, as Citizens of Change we generate new ideas which deliver impact and empower our community

Our strategy consists of three themes:

- World-Changing Research
- Research-Inspired Education
- Our Citizens

Our educational ambition is to deliver a world-class, discovery-led and discovery-enabling learning experience in all teaching. There are programmes in Medicine and a growing range of healthcare professions including Midwifery with Leadership, Nursing with Leadership, Operating Department Practice, Physiotherapy and Radiography; a new Clinical Pharmacy course is also planned. A new more patient-centred undergraduate curriculum in Medicine was launched in 2016 with long 'apprenticeship-style' placement blocks developing student skills as they enter the clinical phase of our course. We are also proud of our work widening participation to medicine, and have developed an excellent [Medicine with Foundation Year MB ChB](#) which was launched in 2017. The Stoneygate Centre of Excellence in Empathic Healthcare was launched in 2023, following a major philanthropic donation to the university. The Centre will be a flagship institute and be world-leading: in the development and delivery of transformational empathy training; in establishing the best means of assessing clinical empathy; and in measuring the impact of empathic healthcare on patient and practitioner outcomes.

I look forward to welcoming you to Leicester and to you joining both UHL and the University in our joint endeavour to improve the health outcomes and quality of life of our local population through research and education with world-wide impact.



Professor T G Robinson BMedSci MD FRCP FESO
Pro Vice-Chancellor, Head of the College of Life Sciences and Dean of Medicine
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SECTION 3: LEICESTER, LEICESTERSHIRE AND RUTLAND,

A GREAT PLACE TO LIVE AND WORK

The geography features the vibrant urban centre of Leicester, as well as beautiful rural areas in the wider county and Rutland, including Rutland Water

Leicester is the largest city in the East Midlands and the fastest growing. With a proud history of migration, it is famously the first 'plural' city in the country, with no single ethnic majority. The 2021 census identifies 94 languages spoken here, making Leicester one of the most linguistically diverse places in the UK

The city is home to the largest Diwali celebration outside India each Autumn, and across the rest of the year Leicester celebrates Vaisakhi, Eid, Hanukkah and Chinese New Year. It also hosts the third largest Caribbean Carnival in the country

Leicester has seen the development of the Space Park and Waterside area of the city in recent years, with a view to nurturing specialist industry skills and the retention of knowledge from graduates of the city's two universities. In the wider county, life sciences and logistics are industry growth areas, creating jobs and attracting more people to settle in Leicestershire.

Leicester has been one of the most successful sporting cities in the UK in the last decade with Leicester City Football Club, Leicester Tigers rugby union club and Leicester Riders basketball team all winning their respective leagues

The county is crisscrossed by footpaths, cycle trails and canals. Outdoor attractions include the National Forests, Bradgate Park, Beacon Hill and Swithland Wood. The strong transport infrastructure means you are never far from other destinations in the UK or overseas. Find out more at Visit Leicester and Discover Rutland

<https://www.visitleicester.info/>

<https://www.discover-rutland.co.uk/>

SECTION 4: JOB DESCRIPTION

Department of Haematology in CHUGGS Clinical Management Group

Job Title;	Consultant Haematologist in Haemostasis and Thrombosis
Location;	University Hospitals Leicester
Managerially Accountable to;	CMG Clinical Director or Head of Service
Professional Accountable to;	Medical Director

Medical Staff

CMG Clinical Director	Dr Kate Hodgson
CMG Deputy Clinical Director	Mr Chris Sutton
CMG Head of Nursing	Mrs Sharon Harding
CMG Deputy Head of Nursing	Mrs Jenny Carlin
CMG Head of Operations	Mrs Charlotte Langford
CMG Deputy Head of Operations	Mrs Agnieska Archer

The Haematology, Oncology and Palliative Services consist of:

Haematology Head of Service	Dr Amy Webster
Oncology Head of Service	Dr Sean Dulloo
Palliative Care Head of Service	Dr Sarah Bell
General Manager	Ms Angela Barnard
Haematology Matron	Ms Karen Pedley

CLINICAL HAEMATOLOGY

The specialty of Clinical Haematology provides a comprehensive clinical service to a population of 1.1 million. It is centred at one site but provides a service for the three acute hospital sites in Leicester and has excellent links across Leicestershire. We have 16.2 WTE consultant posts and one associate specialist. Work is divided into 4 clinical teams, although individuals may work across more than one team.

Blue Team: Interests: Myeloma, Myeloproliferative Disease, Immuno-haematology, Diagnostic Haematology,

Green Team: Interests: Lymphoproliferative disorders including a phase 1 & 2 research program

Red Team: Interests: Stem Cell Transplantation, Acute Leukaemia and high risk MDS, Haemoglobinopathies

Haemostasis and Thrombosis Team: Interests: Haemostasis and Thrombosis including TTP, Obstetric Haematology and research.

CLINICAL FACILITIES

Ward 41: Clinical Haematology has 21 assigned inpatient beds on the second floor of the Osborne Building, with HEPA filtered air conditioning. It has 4 bays with 4 patients each and 5 single rooms. Oncology Wards 39 and 40 are located on first floor of the Osborne Building, and haematology outlier patients are preferentially located here.

OTC Osborne Treatment Centre: Located on second floor next to Haematology ward, it is run by Haematology Nurses. There is a designated procedure room where bone marrow biopsies are undertaken by OTC nurses. The OTC also houses the aphaeresis machines. Haematology nurses provide on-call cover for this facility for cases of TTP for LNR (Leicestershire Northampton and Rutland). It is open Monday to Saturday. We are in the process of operationalising our OTC@home where our nurses will go out to deliver treatments in patients' homes

OAU: Osborne Admissions Unit: Located on first floor in Osborne building, this is a 7 bedded unit for acute admissions in both Haematology and Oncology to which patients are admitted directly, avoiding A&E admissions.

Haemophilia Centre: Located on the second floor of the Osborne building, this self-contained unit has consulting and treatment rooms for the care of patients under the haemostasis and thrombosis team, separated from the malignant service. Those patients requiring day-case care are looked after on OTC.

Bone marrow transplant unit: Located on the second floor of the Windsor Building, connected by an airbridge to the main haematology wards, this is a dedicated 5-bed in-patient unit, day-case facility and out-patient suite for our stem cell transplant programme.

SPECIALTY SERVICES

BONE MARROW TRANSPLANTATION

The JACIE accredited Bone Marrow Transplant Unit is located in Windsor Building at level 2 connected with Clinical Haematology and Laboratory Haematology and serves the adult population of 1.8m. The team accepts referral from across LNR network for transplantation and for specialist care such as ALL and aplastic anaemia. It performs 85 transplants per year (40 Allogeneic and 45 Autologous, 10 of which are performed in Northampton)

It has 5 isolation rooms with HEPA filters. The Unit has its own day ward and outpatient facility and is staffed by a compliment of committed nurses experienced in transplantation. The Unit is registered with the EBMT and BSBMT and is accredited by the EBMT to perform Autologous and Allogeneic transplants including unrelated donor transplants. We are in the process of gaining accreditation to undertake CAR-T therapies.

HAEMOGLOBINOPATHY SERVICES (ADULTS)

Leicester is the East Midlands Haemoglobinopathy coordinating centre (HCC) as well as a Specialist Haemoglobinopathy Team (SHT). With the SHT in Nottingham, and local services in Northampton, Kettering, Derby and Lincoln, East Midlands sickle Cell and Thalassaemia Network (EMSTN) provides a lifelong seamless service for over 500 patients with Sickle Cell Disease and Thalassaemia.

This Network offers equitable services to all patients across the region, with specialist services and data management based at UHL. There is an active programme of regional audit, annual reviews, education meetings and supporting research. Adult multidisciplinary clinics take place weekly, with monthly MDT and psychosocial meetings. A transition clinic between paediatric and adult services is run monthly.

PAEDIATRIC, TEENAGE AND YOUNG ADULT (TYA) UNIT LEICESTER

The Leicester Paediatric teenage and young adult Oncology/Haematology Unit is housed in a purpose built 12 bedded facility (7 beds for those 0 – 13y and 5 beds for those 14 – 24y). The unit admits oncology and malignant haematology patients from the whole age range (0 - 24y) as well as children and teenagers with Haemoglobinopathies. The paediatric and TYA consultants lead and largely deliver the care of all patients up to their 25th birthday. Patients are cared for by an integrated children's and young adults' nursing team. The ward has a full anaesthetic facility which allows two anaesthetic lists per week for bone marrow aspirates and lumbar punctures.

HAEMOSTASIS UNIT

The unit has a purpose designed designated area supporting both clinics and day case activity. The close proximity of all team members including clerical, nursing and medical staff promotes an excellent working environment with easy lines of communication. In-patients may be admitted to the haematology ward, R41 for haemostatic related problems. Children admitted for haemophilia related issues are admitted into the Children's Hospital with joint care between the H&T Consultants and the acute paediatric physicians. As expected many patients requiring surgery or with unrelated problems are admitted under other Consultant teams with close supervision of their management in terms of their bleeding/thrombotic disorder by the H&T Consultant team.

The haemostasis unit is an accredited UK Comprehensive Care Centre for Haemophilia and bleeding disorders, as well as a busy out-patient unit for general haemostasis and thrombosis. This area of the department sees around 3000 new patients per year and works closely with the special haemostasis laboratory. The centre is also designated a VTE exemplar site. Out-patient clinics including multidisciplinary clinics in obstetrics (weekly), orthopaedics and rheumatology (3 monthly), day case attendances and weekly MDT meetings take place mainly in the centre-and also at other sites within the Royal Infirmary. We also run virtual clinics to support peri-operative management of anticoagulation and offer advice to clinicians across the Trust.

We have approximately 750 patients with bleeding disorders registered at the site, with around 70 diagnosed as "severe". The dedicated nursing team see and treat patients with bleeding disorders, and a data manager attends to the local and

national haemophilia databases. We have a senior physiotherapist with experience in management haemophilia patients and a dedicated Psychologist working with the team. Paediatric haemophilia care is carried out within the centre, and we offer paediatric nursing support for this group. The Centre undertakes UKHCDO peer review.

There are close links with the Trust and regional anticoagulation services and the DVT/PE services. UHL is a commissioned specialist centre for Thrombotic Thrombocytopenic Purpura (TTP) in conjunction with colleagues in Nottingham and partakes in the national TTP MDT. There is an active research portfolio, with this area expected to grow further in coming years with a recently established non-malignant haematology research team.

The ICB has devolved the care of patients on Warfarin into the Community. This work is still on-going with support from the H&T department who are currently still managing complex patients and providing an advisory service to the Community teams. The Trust is has an in-reach team to assist in the anti-coagulation of patients in the hospital and to develop safe discharge practices.

The haemostasis unit has an important educational role within the Trust, with membership of the thromboprophylaxis committee and anticoagulation task and finish group. We also have an advisory role for local commissioners and local dental groups when considering anticoagulation matters.

There are regular regional network meetings for Haemophilia and Thrombosis, to co-ordinate and continue to improve guidelines, standardised care and patient experience.

LABORATORY HAEMATOLOGY

Laboratory haematology lies within the division of Blood Sciences which is separated in to 2 sections: Fast Track and Specialist Services.

i. Fast Track

The department provides a routine service to the Hospital and for all samples from the community including paediatric samples from Maternity, NNU, PICU, CICU and Childrens wards.

ii. Special Haematology

This laboratory provides specialist coagulation testing, haemoglobinopathy screening and the Haematological malignancy diagnostic service.

The haemostasis laboratory team attend the clinical MDT and the haemostasis medical team provide close clinical support for the laboratory service. There is a broad testing repertoire covering clotting factor assays, Von Willebrands assays, HIT assays and platelet lumi-aggregometry. Assays are also now available for the testing of DOAC levels, as well as Efficizumab levels. The laboratory lead will not only provide day-day support for clinical queries, but also help in reviewing EQA

work and longer term strategy for test repertoire, according to the needs of the hospital and wider region. There is growing interest in developing a sector for global evaluation of the haemostatic system with the addition of a thrombin generation analyser CAT® and a Multiplate® analyser.

Laboratory Personnel

Clinical Scientists:

Band 6 STP 1 (vacant)

Band 8a HSST 1

Laboratory Technical Staff:

The Laboratory General Manager is Mr Hafiz Arif (AfC Band 8b) and the Haematology Deputy service manager is Ms Janine Rolland (AfC Band 8A)

The remaining non-medical staff listed below:

Staff group (AfC band): Special and routine Haematology Special Haematology & HMDL service (Total WTE) Fast Track Haematology (Total WTE)

Staff group (AfC band): Special and routine Haematology	Special Haematology & HMDL service (Total WTE)	Fast Track Haematology (Total WTE)
DSM		1
Biomedical Scientist Team Leader (7)	2	4.8
Biomedical Scientist (5/6)	6.8	25.1
Apprentice BMS	1	6
HMDL co-ordinator (5)	1	n/a
Associate Practitioner (4)	0.6	28 (shared with FT chemistry
Biomedical Assistant (2/3)	1	37 (shared with FT Chemistry)
Admin and Clerical (3)	0.5	1 (shared with FT Chemistry)

Laboratory workload and laboratory facilities

Total test activity is provided for 2022/2023

Activity	Number of samples
Bone marrow aspirate	1,809
Trephine biopsy	1,469
Tissues/fluids etc	952
FBC	Approx. 835,000

Coagulation screen	Approx. 340,000
Haemoglobinopathy screens	15256

Equipment	
Routine FBC	Siemens Advia
Coagulation	Stago
Haemoglobinopathy analysis	TOSOH G11
Flow cytometry	Coulter
Immunohistochemistry	Dako

Laboratory accreditation and quality assurance

Both Fast track and Special Hematology are accredited to the ISO15189; (2012) standard by the United Kingdom Accreditation Service (UKAS) as part of Blood Sciences and has a well-established Quality team. There are monthly meetings attended by Senior Scientific and Medical Staff that review KPIs, non-conformances, EQA and IQA, incidents and near misses, turnaround times and other issues relating to quality and governance. There is an annual audit programme that includes clinical audits relating to both laboratory and clinical activities.

The laboratory participates in External Quality Assurance schemes (UK NEQAS) and there is a full programme of internal quality assurance.

Management arrangements in blood sciences

The Blood Sciences and laboratory Haematology service are Consultant led (the Clinical Leads for Blood Sciences and laboratory Haematology are Dr Hafiz Qureshi and Dr Linda Barton respectively). There is a single General Manager for Blood Sciences, Mr Hafiz Arif and a service manager for both Fast Track and Special Haematology is Ms Janine Rolland.

KEY WORKING RELATIONSHIPS

Medical and Nursing Team in the Department of Haematology
 Clinicians in other specialties
 Haematology & Oncology Management and Admin Teams
 General Practitioners
 Specialist nurses (hospital and community)
 BMS in Laboratory Haematology
 Management teams in the CHUGGS CMG (Clinical Management Group)
 Higher Education Institutions – Royal colleges of Physicians and Pathology.
 University of Leicester
 Local, regional, national and international links

MEDICAL STAFF

HAEMATOLOGY MEDICAL/LABORATORY TEAM	
BLUE TEAM: Myeloma, MPN disorders, Immune Haem, General Haematology	
Dr Mamta Garg	Consultant in Myeloma, Immune Haematology, MPN disorders (Honorary Senior Lecturer)
Dr Dan Halperin	Locum Consultant in Myeloma, General Haematology and CLL
Dr Shelina Sachedina	Consultant in Myeloma and General Haematology (Honorary Senior Lecturer in Medical Education)
Dr Hafiz Qureshi	Consultant in Transfusion Medicine, Immune Haematology, MPN disorders
Dr Linda Barton	Consultant in Myeloma and Haematopathology Head of Department for Special Haematology and HMDL Clinical Lead for Pathology. (Honorary Associate Professor)
Dr Graham Asagba	Associate Specialist in Myeloma, Immune Haematology, MPN and Laboratory Haematology
GREEN TEAM: Lymphoproliferative disorders	
Dr Ben Kennedy	Consultant in Lymphoproliferative Disorders (Honorary Associate Professor)
Dr Constantine Balotis	Consultant in Lymphoproliferative Disorders
Dr Fiona Miall	Associate Professor and Honorary Consultant in Lymphoproliferative Disorders Deputy Director of Medical School, University of Leicester
Dr Sapna Ladani	Consultant in lymphoproliferative disorders and Medical Education (Honorary Senior Lecturer)
Dr Matthew Ahearne	Consultant in lymphoproliferative disorders and haematopathology (Honorary Senior Lecturer)
Dr Rebecca Allchin	Consultant in Lymphoproliferative Disorders

RED TEAM: Acute Leukaemia and Transplantation and red cell disorders	
Dr Kate Hodgson	Consultant in Bone Marrow Transplantation & Leukaemia Clinical Director, CHUGGS,
Dr Anna Tsoukani	Consultant in Bone Marrow Transplantation & Leukaemia
Dr Murray Martin	Consultant in Bone Marrow Transplantation & Leukaemia Director of Transplantation
Dr Sarah Wharin	Consultant in Myeloid disorders, Transplantation and Haemoglobinopathy
Dr Amy Webster	Consultant in Haemoglobinopathies and Obstetric Haematology Head of Service
Haemostasis and Thrombosis Team	
Dr Sandhya Munireddy	Consultant in Haemostasis and Thrombosis
<i>This post</i>	Consultant in Haemostasis and Thrombosis
Dr Styliani Salta	Consultant in Haemostasis and Thrombosis, Haemophilia Centre Director
Doctors in Training	
Specialist Registrar	14 in rotation (9 on site) + 1 Locally employed registrar
Junior Doctors	2 FY1 ,1 FY2, 1 CT1,1 CT2 and 1 GPVTS

Appointment

The appointment will be whole time. Any Consultant who is unable for personal reasons, to work whole time, will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with Consultant colleagues.

Base

Your normal place of work will be as discussed at interview and will be confirmed in Section 1 of your contract but you may be required to work in other locations of the Trust. In particular, flexibility is required across the three main Hospital sites (Leicester Royal Infirmary, Leicester General Hospital, Glenfield Hospital). If your initial location is based at one of these sites, excess travel reimbursement will not apply for a permanent/temporary change to base.

Key Tasks

- Maintenance of the highest clinical standards in the management of patients.
- To share with colleagues responsibility for the day-to-day management of patients.
- To promote new ways of working and co-ordinating care for patients in the community and to ensure that services are based on effective and integrated partnerships across the health community.
- Take part in multidisciplinary case conferences.
- Supervise and train junior medical staff
- To be involved in appraising and assessing juniors.
- Teaching, research and administration.
- To proactively develop the service.
- To actively participate in both departmental and Trust matters concerning Clinical Governance and audit.

Duties and Responsibilities of the post

The overriding purpose is to support the provision of highest quality patient care through personal actions and continuous improvement.

- Responsibility for the prevention, diagnosis and treatment of illness, and the proper functioning of the department;
- Cover for colleagues' annual leave and other authorised absences;
- To participate in service development and business planning in collaboration with the other Consultants in the department, the CMG and local GPs and commissioners within the local CCGs;
- Professional supervision and management of junior medical staff including the observance of local employment and human resource policies and procedures;
- Responsibilities for carrying out teaching, examination and accreditation duties as required and contributing to undergraduate, postgraduate and continuing medical education activity, locally and nationally;
- Participating in medical audit, the Trust's Clinical Governance processes and in CPD – CPD is provided in job plans and attendance at audit and other governance meetings is mandatory; Managerial, including budgetary

responsibilities where appropriate and compliance with standing orders and standing financial instructions of the Trust.;

- In line with GMC Good Medical Practice it is the responsibility of the post-holder to ensure that all duties are carried out to the highest possible standard, and in accordance with current quality initiatives within the area of work.
- The post-holder is expected to respond in a timely fashion to legitimate requests from Trust officers – this might include investigations of incidents or complaints.
- The post-holder is expected to participate in teaching and training of junior staff and other clinical staff groups. The appointee will also have supervision responsibilities for junior medical staff within the specialty. If appropriate the post-holder will be named in the contract of junior staff as the person responsible for overseeing their training and as an initial source of advice to such doctors regarding their careers.
- The post-holder is expected to participate in professional continuing medical education; study leave is provided for this purpose.
- The post-holder will be expected to undertake the Trust Corporate and Directorate specific Induction and competency Programmes appropriate to role.
- The post-holder will be required to maintain their continuing professional development (CPD) to be able to successfully revalidate. As per the Trust requirement the successful candidate will be required to have annual appraisal and attend / keep fully up to date with statutory and mandatory training as stipulated.

Job Plan

The job plan will be subject to annual review, with any revisions sought by mutual agreement but it is expected that the successful candidate will work with the CMG management team to ensure that services are delivered efficiently and reflect best practice with processes and governance to match - this may require new and flexible ways of working in the future.

Outline Job Plan

This role has arisen due to retirement within the team and the need to expand the workforce due to increasing workload. It is anticipated that the appointed candidate will take a lead in a dedicated area within H&T which can be agreed with the team depending on specific interest. Potential areas include: working with the in-reach anti-coagulation team and the DVT MDT, adult haemophilia, obstetric haematology or Thrombotic Thrombocytopenic Purpura. The appointed candidate will support the Haemophilia centre director in maintaining Comprehensive Care Accreditation.

Outline Job Plan - Example

	AM	PM
Monday		Departmental meeting, SPA time
Tuesday	Clinic	
Wednesday	Clinic- General H&T or Obstetric Haematology	MDT
Thursday	Clinic (alt weeks)	Clinic (alt weeks)
Friday	A&G/Liaison	

Programmed Activities

The job comprises 3PA out-patient clinic with 1 PA for clinical administration. 3.5PA are allocated for consultative haemostasis work, including MDT, laboratory support and Advice and Guidance activity.

On call commitment is 1 in 4 band B. The on call commitment will cover the TTP service and if a case were to occur, there is a requirement for the patient to be reviewed within 14 hours of presentation. Any additional activity that is required as a result of this will be paid at enhanced rates. The primary responsibility of the on call consultant, however, is to advise the first on call team about the management of specialist haemostasis and thrombosis problems.

Supporting Professional Activity (SPA)

1.5 PAs are allocated as a minimum to all consultants for SPA in order to support the requirements of revalidation which include activities such as participating in audit, CPD and mandatory training.

There is some flexibility in the job plan, with up to 1 further SPA or DCC available. The expectation is that this will support undergraduate or postgraduate training. Up to 0.5SPA could be as a clinical teacher to support 2 hours of undergraduate teaching time per week, see below for further details or alternatively, up to 0.5SPA is available for educational supervision, both of senior and junior trainees. Other options including clinical work, management or research could be negotiated between the candidate and department.

Mentorship

There is a mentorship scheme for all new consultant staff, this is designed to help and assist new appointees to settle into working at UHL as easily as possible. It is designed to assist individuals in a personal way to familiarise them with the Trust and how things work in practice.

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

Appropriate secretarial and office accommodation will be available. The University Hospitals of Leicester NHS Trust are committed to support continued professional development with paid study leave within a budget. Each Consultant is provided with a personal computer with access to the internet and NHSNet connection.

Any Other Duties

This job description is not to be taken as an exhaustive list of duties and it may be reviewed in the light of changed service needs and development. Any changes will be fully discussed with the post holder. The post holder will be required to carry out the duties appropriate to the grade and scope of the post.

In order to ensure the Trust's ability to respond to changes in the needs of the service, after appropriate consultation and discussion with you (including consideration of personal circumstances current skills, abilities and career development) the Trust may make a change to your location, duties and responsibilities that are deemed reasonable in the circumstances.

Education: Teaching and Training

All Consultants are expected to contribute to teaching and training of undergraduate students and postgraduate trainees as part of their role as a Consultant in UHL.

Consultants will normally have undergraduate medical students placed with them during clinical duties and are expected to teach alongside clinical service work. Similarly, Consultants will normally be involved in clinical supervision of postgraduate trainees working within UHL.

Medical students based at the University of Leicester follow a standard 5 year programme with years 1 and 2 (phase 1) predominantly based in the University but including both a Healthcare assistant training programme, and a programme developing their consultation and examination skills; and three years on clinical placement in phase 2. The teaching of undergraduate students in UHL reflects the Divisional structure of the Trust. Undergraduate medical students are taught by UHL throughout the medical course from years 1 to 5. Both ward- and outpatient-based clinical teaching, as well as tutorial and lecture style teaching is undertaken in addition to individual supervision of clinical students (years 3-5) attached to them,

Some Consultants will choose to take on additional undergraduate and/or postgraduate education and training responsibilities. This activity will be specific, identifiable, evidenced, recognised and appraised. Such additional teaching and training activity will be recognised within their SPA allowance.

The post holder will have the opportunity to apply to become a clinical teacher. In addition to the standard 1.5 SPAs, the clinical teacher role is supported by 0.5 SPAs to support two hours of undergraduate teaching time per week.

This teaching can occur in different settings. The clinical teacher will be expected to show evidence of satisfactory performance in this role at appraisal.

Principal Elements:

- To support and oversee the placement of students in the department and act as a clinical teacher
- To facilitate delivery of undergraduate teaching as directed by the departmental undergraduate education lead

Enhanced undergraduate duties also includes: acting as examiners in medical school assessments; providing regular seminar and small group teaching; lecturing and other Phase 1 teaching (year 1 & 2) within the medical curriculum; and leadership of a Student Selected Component (lasting four weeks in year 3 and/or six weeks in year 5).

Those who undertake additional significant responsibilities as a block or clinical education lead within their DCC time may be eligible for the award of the title of honorary lecturer or honorary senior lecturer depending on their level of activity

Enhanced postgraduate duties will include acting as an Educational supervisor for Foundation or Specialty trainee, UHL Divisional Education governance lead, contributing to recognised postgraduate-teaching courses in UHL, e.g. Specialty Training programmes, involvement in recruitment of trainees, interviews for specialty training and recruitment to Foundation programmes.

Research

The Hope Clinical Trials Centre is based in Osborne building and an annexe is located on 2nd Floor of Sandringham building. The trials centre is led by Dr Harriet Walter as Director of Hope Cancer Trials Centre and Amy King as Operations Director. There is a dedicated trials team. The team is divided loosely with cross over between oncology and Haematology trials team. The trials team has 17 research nurses, 11 Clinical Research assistants. All the facilities that are needed to conduct a phase I first in human trials ,with requirement for overnight stays, to phase III trials exist in this unit. The Centre has recently undergone a £1.5 million expansion and refurbishment, funded through UHL, UoL and our local charity 'Hope Against Cancer' to accommodate the thriving clinical research activity. We support a portfolio of both academic as well as commercial trials. We are one of 17 adult ECMC centres (Clinical lead Dr Harriet Walter & Translational lead Prof Karen Brown) and an affiliated TAP centre.

Laboratory research in haematology is conducted via the Ernest and Helen Scott Haematological Research Institute. Established in 2014 from a generous philanthropic donation, the current Institute Director is Professor Martin Dyer and the Institute Manager, Dr Sandrine Jayne. The EHSRI is located principally on

the third floor of the Henry Wellcome building located within the University of Leicester. A major strength of the Institute is to execute translational and reverse-translational studies, working closely with pharma and biotech companies, including Roche, Gilead, Astra-Zeneca (we have recently been awarded a prestigious AZ-iMED postdoctoral position), ASTEX and Bioinvent. We currently receive funding from the KKLf and CRUK.

The current research focus of the Institute is primarily on lymphoid malignancies and includes the following activities:-

- a) Early Phase clinical trials with novel agents. These studies are run *via* the Hope Clinical Trials Facility, located on the second floor of the Osborne building. Dr Harriet Walter and Professor Dyer have an early phase clinic on Tuesday mornings. Leicester is a major contributor to such studies, with patients referred locally and across the UK. Please see for example PMID: 30862645, PMID: 29748443.
- b) In vitro and in vivo studies with precision medicines including BCL2 family inhibitors, BTK inhibitors and novel antibody constructs. PMID: 28449207, PMID: 29732004.
- c) Molecular genetic analysis of lymphoid malignancies, using NGS and single cell methods. PMID: 28377400, PMID: 28165464.

There is a track record of haemostasis research in the Department of Cardiovascular Sciences <https://le.ac.uk/cardiovascular-sciences>, focussed around platelets. There is also a wider interest in arterial thrombosis research (coronary, cerebral, aortic pathologies), as well as in transfusion areas. The department encourages collaborations with the appointee and association with national professional bodies e.g. British Society of Haemostasis & Thrombosis.

General Policies, Procedures and Practices

The post holder will be expected to comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.

Health and Safety

All employees are subject to the requirements of the Health & Safety at Work Act and prevailing Acts since. It is the post-holders responsibility to ensure they are familiar with all UHL Health and Safety related policies that apply to their workplace or work –practice. The post holder is required to ensure that as an employee, his or her work methods do not endanger other people or themselves.

Data Protection / Confidentiality

In accordance with the Employer's privacy notice for employees, the Employer will hold computer records and personnel files relating to you which contain personal data. The Employer will comply with its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. The data the Employer holds may include employment application details, references, bank details, performance appraisals, holiday and sickness records, salary reviews and remuneration details and other records, (which may, where necessary, include special category data and criminal offence data relating to your health, data held for ethnic monitoring purposes, and regarding DBS checks). The Employer requires such personal data for personnel administration and management purposes and to comply with its obligations regarding the keeping

of employee records. The privacy notice sets out the Employer's legal basis for processing your personal data. Your rights of access to this data are prescribed by law.

You will familiarise yourself with the Employer's data protection policy which sets out its obligations under the General Data Protection Regulation, the UK Data Protection Act 2018 and all other data protection legislation. You must comply with the Employer's data protection policy at all times and you agree that you will only access the systems, databases or networks to which you have been given authorisation and only for the purposes of your work for the Employer. The Employer will consider a breach of its data protection policy by you to be a disciplinary matter which may lead to disciplinary action up to and including summary dismissal. You should also be aware that you could be criminally liable if you disclose personal data outside the Employer's policies and procedures. If you have any queries about your responsibilities in respect of data protection you should contact the Employer's Data Protection Officer.

Equal Opportunities Policy

All employees must comply with the Trust's Equal Opportunities Policy and in line with the Equality Act 2010, must not discriminate on grounds of age, disability, gender reassignment, race, religion or belief, marriage or civil partnership, pregnancy or maternity, sexual orientation or sex. Other grounds on which they should not treat others unfavourably include trade union membership (or non-membership) or political affiliation, or any other grounds which cannot be shown to be justifiable.

Infection Control

All healthcare professionals on a professional register are personally accountable for their standards of practice which must include compliance with the Trust's infection prevention

and control policies and guidelines. In addition all registered practitioners are expected to challenge non-compliance when observed to protect patients and promote patient safety. Local clinical leaders have a responsibility to maintain an organisational culture of vigilance through their role in supervising other staff.

Safeguarding Children and Vulnerable Adults

The post holder is responsible for safeguarding the interests of children and adults who they come into contact with during their work. To fulfil these duties post holders are required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating a safeguarding practice and to report and act on concerns that they may have.

Electronic Rostering

Our Electronic Rostering system is key to ensuring staff are in the right place with the right skills at the right time, to ensure we carry out this responsibility effectively; all UHL staff must adhere to the rostering standards and guidelines set out in the Electronic Rostering Policy, pertaining to their role.

SECTION 5: PERSON SPECIFICATION

Appointment of: Consultant in Clinical Haematology - CHUGGS CMG

CRITERIA	ESSENTIAL REQUIREMENTS	DESIRABLE REQUIREMENTS
Commitment to Trust Values & Behaviours		
	<ul style="list-style-type: none"> Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours 	
Qualifications / Training		
	<ul style="list-style-type: none"> MB BS or Equivalent Full GMC Registration Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC), or be on the Specialist register within six months of interview. <p>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.</p> <ul style="list-style-type: none"> Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT MRCP/MRCS or Equivalent Current BLS Certification 	<ul style="list-style-type: none"> Membership of relevant Specialist Societies or Associations. Higher degree e.g. MSc, MD or equivalent.
Experience / Clinical Skills		
	<ul style="list-style-type: none"> Fully trained in Clinical Haematology Excellent clinical skills and experience requisite to meeting all aspects of the Job Plan. Ability to apply sound clinical judgment to problems. Demonstrates clear, logical thinking / analytical approach. 	<ul style="list-style-type: none"> Evidence of clinical or research commitment and a relevant specialty interest.
Management		
	<ul style="list-style-type: none"> Ability to work effectively as part of a multidisciplinary team and supervise juniors. Experience of leading teams and 	<ul style="list-style-type: none"> Evidence of management and administration experience. Management training on an accredited course.

	<ul style="list-style-type: none"> awareness of leadership styles. Ability to effectively organise, prioritise and manage clinical workload. Understanding of wider health agenda and modern NHS. Ability to work to overcome barriers to change (negotiating, influencing and persuasion skills). Knowledge and understanding of clinical governance issues. 	<ul style="list-style-type: none"> Awareness of Service Development issues.
Communication Skills		
	<ul style="list-style-type: none"> Demonstrable skills in written and spoken English that are adequate to enable effective communication with patients and colleagues. To be empathic and sensitive; capacity to take others perspectives and treat others with understanding. Highly Developed Emotional Intelligence 	<ul style="list-style-type: none"> Highly developed emotional intelligence High standard of presentation both written and verbal Demonstrable track record of successful change management Proven ability to maintain focus in a demanding environment
Motivation		
	<ul style="list-style-type: none"> Personal integrity and reliability. Ability to motivate and develop both medical Staff and non-medical staff. 	<ul style="list-style-type: none"> Commitment to further develop the post and the service provided.
Audit/ Quality Improvement		
	<ul style="list-style-type: none"> Effective participation in and a commitment to clinical audit. Participation in a quality improvement programme Experience of quality improvement work and audit 	<ul style="list-style-type: none"> Undergone training in teaching and willingness to organise relevant audit activities including quality improvement evidence Completion of formal courses in Audit and quality improvement. Published Audit including quality improvement.
Research		
	<ul style="list-style-type: none"> Understanding and interest in research. Ability to appraise research critically Ability to supervise juniors undertaking research projects. Evidence of recent research and development activity 	<ul style="list-style-type: none"> Publications in nationally and internationally recognised peer-reviewed journals on subjects relevant to the specialty.
Teaching		
	<ul style="list-style-type: none"> Experience of and a commitment to training/ teaching undergraduate and 	<ul style="list-style-type: none"> Willingness to develop new approaches to teaching.

	postgraduates. <ul style="list-style-type: none"> • Appraisal and assessment skills. • Ability to assess clinical competencies • Enthusiastic and ability to inspire and lead others. 	<ul style="list-style-type: none"> • Post Graduate qualification in teaching and training.
Equality & Diversity		
	<ul style="list-style-type: none"> • Able to demonstrate a commitment and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs. 	

SECTION 6: PRE-EMPLOYMENT CHECKS

Professional Registration

All persons appointed to the post are required to hold registration with their appropriate professional Regulatory Body and to comply with their professional code of conduct. Evidence of on-going registration will be required.

Health Clearance

- 1) It is recommended that all *new healthcare workers* have checks for tuberculosis (TB) disease/immunity and are offered hepatitis B immunisation (with post-immunisation testing of response) and blood tests for evidence of infection with hepatitis C and HIV [1]. Being free of infectious tuberculosis is mandatory. Checks for immunity to measles, mumps, rubella and varicella (chicken pox) will also be made and vaccination offered if immunity is not detected. These *standard health clearance* checks will be completed on appointment. Managers should inform new workers that they must contact the OH department so the necessary arrangements can be made. Even if the new worker has had similar checks recently elsewhere, or has worked in UHL before, they will still need to attend for a review, unless these were undertaken at UHL as part of a current rotational medical appointment.
- 2) For healthcare workers who will perform exposure-prone procedures (EPPs), work in a renal unit*, or likely to practice in an exposure prone environment, *additional health clearance* must be undertaken. Additional health clearance includes testing or demonstration of satisfactory test results for:
 - HIV
 - Hepatitis B
 - Hepatitis C

The exact standards that must be met are described in detail in the Public Health England document: *Integrated guidance on health clearance of healthcare workers and the management of healthcare workers infected with blood borne viruses (hepatitis B, hepatitis C and HIV) October 2017, or revisions thereof.*

**Workers in renal units only need to demonstrate satisfactory results for Hepatitis B.*

These additional checks should be completed before confirmation of an appointment to an applicable post, as the healthcare worker will be ineligible if they do not meet the required criteria. Those who refuse to have the required tests will not be given clearance to start work.

All tests will be arranged in confidence through the Occupational Health department. All costs for testing will be borne by the employing organisation.

[1] Health clearance for tuberculosis, hepatitis B, hepatitis C and HIV: New healthcare workers. DoH 2007.

Disclosure and Barring Service

This post requires an enhanced disclosure by the Disclosure and Barring Service (DBS) as it is regulated by statute. Failure to disclose details if you are currently / or in the future the subject of police investigation / proceedings which could result in a conviction, caution, bind over order or charges is a disciplinary matter, and may result in dismissal.

To expedite the process the Trust will meet the initial costs of the disclosure which will be deducted from the individuals' salary over a three month period commencing on their first months payment.

Statement On The Recruitment Of Ex-Offenders

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, the University Hospitals of Leicester NHS Trust complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

The University Hospitals of Leicester NHS Trust is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview and appointment based on their skills, qualifications and experience.

A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, job adverts and job descriptions will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.

Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. At conditional offer stage, we ask applicants to complete a declaration form. This is only seen by those who need to see it as part of the recruitment process.

Unless the nature of the position allows the University Hospitals of Leicester NHS Trust to ask questions about your entire criminal record we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment. We will discuss any matter revealed in a Disclosure with the person seeking the position should a situation arise where we are required to

withdrawal conditional offer of employment. We have a specialist team who is available on hand to provide support and guidance on these matters.

There is a DBS Code of Practice details of which are available at:
<https://www.gov.uk/government/publications/dbs-code-of-practice>

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

SECTION 7: RECRUITMENT SERVICES CONTACT INFORMATION

Recruitment Services Contact (Consultant Recruitment):
07977957295

Recruitment Services email (Consultant Recruitment):
uhlconsultantrecruitment@uhl-tr.nhs.uk

Recruitment Services Address:
University Hospitals of Leicester NHS Trust
Knighton Street Offices
Level 3
Leicester Royal Infirmary
LE1 5WW



We are UHL