

Please note the Job descriptions start at page 1 (malignant interest) and page 14 (benign interest) respectively

JOB DESCRIPTION 1 - Clinical Haematology with an interest in malignant haematology

JOB TITLE:	Consultant Haematologist – Clinical Haematology with an interest in malignant haematology	
CONTRACT	Substantive, full-time (10 PAs)	
DIVISION:	Infection, Immunity and Rare Disorders	
LOCATION:	Royal Free Hospital, Pond Street	
NAME OF LINE MANAGER	Professor Pratima Chowdary - Clinical Service Lead Dr Parag Jasani - Divisional Clinical Director	
NAME OF RESPONSIBLE OFFICER FOR REVALIDATION	Dr Jane Hawdon	
MANAGES:	Directly:	NA
	Indirectly:	NA
<p>Applications are invited for the post of whole-time Consultant in Haematology at the Royal Free London NHS Foundation Trust based at the Royal Free Hospital. Applicants must also be on the General Medical Council Specialist Register (UK) with a Licence to Practise (or be eligible for full and Specialist registration within six months of interview).</p> <p>The post holders will join eight other Haematology Consultants in the new Haemophilia and Haematology department. The department includes the KD Haemophilia & Thrombosis Centre, with an established international reputation in clinical research, and there are opportunities to support the development of clinical trials.</p> <p>The person appointed will have broad haematology training and be capable of handling various medical problems with general and malignant haematology. The appointee must be an effective team player and will be flexible in approaching new ways of working. The post holder will join a Haematology Department that provides Malignant Haematology Services with a hub based at Barnet and Non-malignant Haematology Services with Royal Free Hospital as the Hub. The post holder will be based at the Royal Free and work collaboratively with the Haematologists at Barnet and University College London NHS Foundation Trust to ensure the provision of cancer service appropriate for the local population.</p>		

The appointee will be expected to help maintain the haematology department's reputation as a centre of excellence in service delivery, teaching and training. The appointee is also encouraged to develop a specialist interest in areas like geriatric malignant haematology, immune haematology, myeloproliferative disorders or liaison haematology, as the hospital is the hub of liver and renal disorders and transplantation

The Royal Free London NHS Foundation Trust is one of the largest and busiest in London, with a well-established national and international reputation for clinical excellence and world-class care. We deliver care to more than 1.6 million people annually through our three leading hospitals: Barnet, Chase Farm and Royal Free. We pride ourselves on being a supportive and friendly workplace, with the patient's best interests at the heart of everything we do.

The post holders will be expected to deliver

- Core haematology service at Royal Free Hospital, including inpatient attending, out-of-hour on-call and delivery of outpatient services as required. The post-holder will contribute to a 1:4 Consultant ward attending rota and 1:5 Consultant 2nd on-call rota.
- Liaison services with other clinical services based at the RFH site (particularly our large renal and liver units).
- Other clinical work, including supporting the Haematology laboratory (diagnostic/morphology)
- Run a 2WW clinic for haematological malignancies and participate in the cross-site cancer MDT
- Develop an area of special interest for clinical or academic research aligned with the department's aspirations.
- The post-holder will support activities within the department, including graduate and undergraduate teaching and educational supervision.

Royal Free World Class Values

The post holders will offer World Class Care to service users, staff, colleagues, clients and patients alike so that everyone at the Royal Free can feel:

- **Welcome** all of the time • Confident because we are clearly **communicating**
- **Respected** and cared for • **Reassured** that they are always in safe hands

1 MAIN DUTIES AND RESPONSIBILITIES

- At all times, the appointee will be expected to work as a member of a team caring for all of the haematology patients when required but will be the lead haematologist for patients with haematological malignancies.
- To be familiar with the clinical working of the department and to contribute to the clinical care of patients with malignant and non-malignant haematological diseases as required, in collaboration with other haematology consultant colleagues.
- Contribute to the clinical service and service development for patients with haematological conditions.
- Attend cancer and clinical MDTs
- There will be a requirement to assist with the attending rota for inpatient care regularly, including ward rounds and the second on-call out-of-hours rota.
- Ensure all communication, which may be complex, contentious or sensitive, is undertaken in a responsive and inclusive manner.
- Abide by the professional code of conduct relevant to post holders governing body
- Flexibility, innovation, and careful use of resources are all expected qualities in a haematology consultant.
- To effectively interface with other aspects of the functioning of the department by participating in the provision of other clinical services in the department (the exact nature of which will be negotiated with the candidate).

2 RESPONSIBILITY FOR POLICY AND SERVICE DEVELOPMENT

- To actively participate in undergraduate teaching and become closely involved in developing the curriculum for teaching haematology at both undergraduate and postgraduate levels.
- To be involved in the educational supervision of haematology specialist registrars where appropriate.
- To actively engage in service improvement initiatives within the Trust.
- To support the head of the department in promoting the unit to colleagues within the Trust and other potential users, nationally and internationally.
- It is the staff's responsibility to be familiar with the Trust's policies that affect them, and work within the scope set out in them.

- The appointee will also be expected to advise on developing clinical guidelines, investigation protocols, laboratory SOPs and guidance on the appropriate use of antimicrobials in the supported clinical units.
- Time and facilities will be available for clinical governance and audit as part of the individual's job-planned SPA time.

3 RESPONSIBILITY FOR RESEARCH AND DEVELOPMENT

- The appointee will be expected to participate in clinical research in their area of interest and ensure continuity of delivery on key research areas.
- The appointee will be expected to participate in clinical audits, CPD, relevant quality assurance schemes and proficiency testing.
- The appointee will be expected to participate in multidisciplinary clinical audits and implement an ongoing clinical audit programme within the department in coordination with consultant colleagues and the Division's Compliance and Audit manager.

4 REVALIDATION AND APPRAISAL

- Consultant grade staff are expected to undergo revalidation every five years. This follows the combined annual appraisal and job planning process which the clinical director will undertake. The appraisal process will be carried out in a structured format in both formative and summative sections. All posts are subject to the annual Job Plan Review. In the event of failure to agree a job plan with the Clinical Director, this would be referred to the Divisional Medical Director
- Successful applicants are provided 1 PA for their participation in continuous professional development, the annual appraisal, revalidation and undertaking mandatory and statutory training.

5 FACILITIES

- Successful applicants will share an office with three other consultants with a dedicated desk and computer and support from a dedicated clinical pathway navigator and an office manager.

6 JOB PLAN

Please note these are provisional and subject to change as the service develops

Job plan	PAs
DCC – total	8
Clinic 1 – 2 WW	1.25
Clinic 2 – 2 WW	1.25
Clinic 3 – Special interest	1.25
On call – 11 weeks (1:5)	0.5
Ward attending and referrals, 13 weeks (1:4, prospective cover); two ward rounds, daily board rounds, and clinical supervision of registrars	1
Other patient treatment (results review and chemotherapy, and day unit cover)	0.5
Haematology lab clinical cover	0.75
ERS and 2 WW triage	0.25
Cancer MDT, Weekly	0.5
Day care lead	0.5
Departmental weekly MDT	0.25
SPA – Total	2
CPD	1
UG education co-lead	0.5
Educational supervision	0.25
Departmental management meetings	0.25

7 DEPARTMENT OF HAEMATOLOGY RFH – WEEKLY ACTIVITIES

Monday		
08:30 – 09:00	Handover	
	Ward Round Mtg (All dept.)	Haematology Seminar Rm (HSR)
09:00 – 12:00	Consultant Ward Round	
13:30 – 17:30	General New Clinic	Outpatients
	Anaemia Clinic	
	Haemochromatosis Clinic	
Tuesday		
09:00 – 11:00	Undergraduate teaching	HSR
13:00 – 14:00	Registrar Teaching	HSR
	(Replaced by Local Faculty Board Meeting 1 st of month)	
14:30 – 15:00	Transfusion Mtg	Blood Bank
Wednesday		
09:00 - 10:00	Morbidity/ Mortality	HSR
	(1st Wed of month)	
09:00 – 10:00	Academic/audit Seminar	HSR

10:00 - 11:00	Morphology teaching	Diagnostic Lab
13:30 – 17:30	General New Clinics	Outpatients
Thursday		
09:00 – 12:00	Consultant Ward Round	
Friday		
08:30-09:00	Journal Club	HSR
09.00 – 13:00	Cancer 2WW Clinic	Outpatients
13:00 – 14:00	Academic meeting	Haemophilia Centre
14:00-17:00	SVT clinic (monthly)	Outpatients

Please note that timetables are subject to change in accordance with the changing priorities of the Trust and the introduction of the 48-hour working week. This timetable is, therefore, only a guide and may not reflect working patterns in the future.

Any consultant who is unable for personal reasons to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed personally with the Trust in consultation with consultant colleagues.

8 ROYAL FREE LONDON NHS FOUNDATION TRUST

Introduction

The Royal Free London NHS Foundation Trust is one of the largest and busiest in London, with a well-established national and international reputation for clinical excellence and world-class care. The Trust delivers care to over 1.6 million people annually through three leading hospitals: Barnet, Chase Farm and the Royal Free. It prides itself on being a supportive and friendly place to work with the patient's best interests at the heart of everything it does.

The Royal Free London NHS Foundation Trust has around 1,350 beds on its sites, and about 10,000 people are employed. As well as services for local people, such as an accident and emergency service, and all branches of surgery and medicine, the Trust is renowned for many specialist services. These include, amongst others, solid organ transplantation, nephrology and hepatology, HIV and infectious diseases, plastic surgery, immunology, amyloidosis and scleroderma.

The Trust's research priorities in collaboration with the medical school are translational and clinical research underpinned by a strong basic science. Areas of research excellence include rare disorders, organ failure and transplantation, oncology, immunity, inflammation, and neurosciences.

In August 2008, the Royal Free became a founder member of UCL Partners, a federation of UCL with associated Specialist trusts. UCL Partners was designated as an academic health science centre by the secretary of state in March 2009.

In April 2012, the Trust was awarded foundation status and became the Royal Free London NHS Foundation Trust.

Early history

The Royal Free Hospital was founded in 1828 by William Marsden, a surgeon who later also founded the Marsden Hospital. It was the first hospital in London, and one of the first few in the country, to treat patients without any letter of introduction or payment. In the 1840s, the hospital moved to Gray's Inn Road. The hospital was given its royal title by Queen Victoria in recognition of its work during cholera outbreaks.

Modern-day

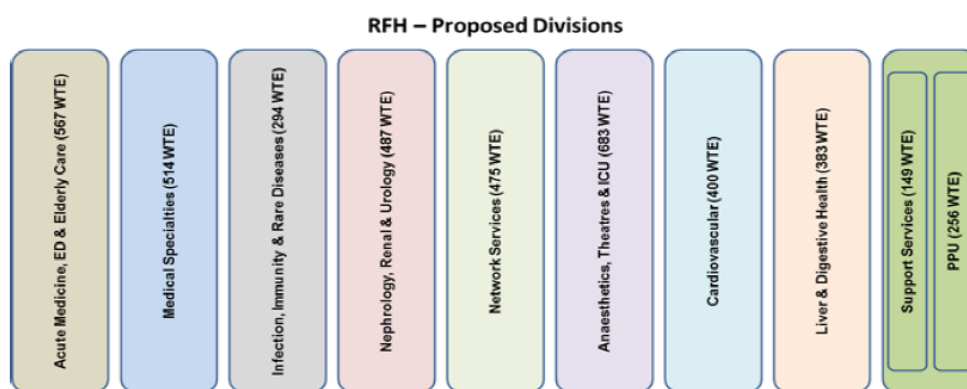
Built in 1974, the current Royal Free Hospital site has been extensively upgraded to bring its condition and equipment up to the best contemporary standards. The Trust manages several specialist community facilities in Camden and Barnet. The catchment area for services for older adults and emergency services comprises Hampstead and South Barnet.

A wide range of outpatient, day surgery and ambulatory services are provided elsewhere by the Royal Free in partnership with other hospitals, namely Edgware Community Hospital, Barnet Hospital, the North Middlesex Hospital, Finchley Memorial Hospital, Mount Vernon Hospital, Watford General Hospital, St Albans City Hospital, Harpenden Memorial Hospital, St Pancras Hospital, and also at three independent sector sites.

University College London (UCL) Medical School has an annual intake of 330 students. The Royal Free campus provides clinical training for approximately 140 students in Phase 2, and staff members also contribute to the Phase 1 (life sciences) course.

Organisation

Patient services are managed across nine divisions. Haematology at Royal Free and Barnet, Haemophilia, and Thrombosis sit within Infection, Immunity and Rare Diseases with Haematology, Rheumatology, Microbiology, Virology, Clinical Immunology, Amyloidosis, HIV and Infectious Diseases. Dr Parag Jasani (Consultant Haematologist) is the Divisional Clinical Director for Infection, Immunity and Rare Diseases. Professor Pratima Chowdary is the service line lead for Haematology, Haemophilia and Thrombosis and Rheumatology. There is a separate Private Practice Unit located on the 12th Floor. Consultants undertaking private patient work are encouraged to use the Trust's facilities.



9 CROSS SITE DEPARTMENT OF HAEMATOLOGY STRATEGY

The three pillars of our haematology strategy are:

Local Care:

- Provide an excellent, safe and efficient haematology service for our local population, closer to their homes.
- Provide an excellent haematology lab and transfusion support for the hospital

Specialist Care:

- Develop a Specialist immune haematology, myeloproliferative and MDS service
- Provide Specialist input to complex patients admitted to RFL, including organ transplantation
- Cancer care is managed from Barnet site

Academic and Teaching Excellence:

- Drive participation in and develop cutting-edge research
- Enhance our reputation as a centre of excellence for teaching and training, not only for medical students but all healthcare professionals

10 ROYAL FREE HAEMOPHILIA, HAEMATOLOGY AND THROMBOSIS

Both malignant and non-malignant haematology inpatients are admitted onto 11E. From 1st December 2015, the transfer of some malignant haematology services to UCLH has meant services remaining at RFL include levels 1- 2b, comprising levels 1-2b (excluding AML) at the Barnet site, levels 1-2a at the Chase Farm Site, and level 1 only at Royal Free Hospital site. Haemophilia and thrombosis services are run from the Katharine Dormandy Haemophilia Centre located on the ground floor, a comprehensive care centre. Anticoagulation services are also provided at Royal Free Hospital and Barnet Hospital sites, collectively providing the largest outpatient service at the Trust, having seen a rapid increase in activity over the past few years. Since the acquisition of Barnet and Chase Farm Hospitals, the service has worked towards aligning service provision.

The Royal Free Hospital site department will further increase specialist haematology services, including haemophilia and Thrombosis, metabolic haematology, lysosomal storage disorders, immuno-haematology, and myeloma in patients with renal dysfunction, systemic amyloidosis and Specialist transfusion with a view to developing Specialist Centre status in non-malignant haematological conditions. Some of the targeted haematological disorders offer synergy with the services offered by the haemophilia and haemostasis unit, such as immune thrombocytopenia (ITP).

Blood transfusion is also one of the most common inpatient procedures at RFL (36000 units transfused per year). Significant transformative advances in the science, technology and practice of transfusion in the last decade have led to important initiatives in hospital Blood Banking and Transfusion Medicine comprising: Electronic processes for testing and supply of blood products, Greater choice of blood products, improved monitoring of outcomes, Electronic processes to track blood, Patient Blood Management and Improved care-pathways for transfusing patients

The department undertakes teaching in Haematology for medical students from University College London. Postgraduate teaching and lectures are given by department members and visiting speakers regularly.

Research also plays a significant and vital role in the department with diverse research interests, including cellular immunotherapy, signal transduction and haemophilia and Thrombosis, lysosomal storage disorders, amyloidosis and gene therapy. All junior doctors are assigned a Consultant Supervisor who assists both doctors in and out of training with their education.

Inpatient and outpatient services

The department has access to the Oncology Ward on 11E and one of the Private Wards.

In 2022/23, the service saw around 1800 first appointments with another 5700 follow-up appointments. Ambulatory care is undertaken in 2NA as part of the rare disorder hub and planned investigation and treatment unit. Pre-COVID, there were approximately 300 Consultant episodes per month.

The Anthony Nolan laboratories are on the Royal Free site, and there is close collaboration between the two institutions.

Weekly General Haematology, FBC non-immune clinic and FBC autoimmune clinic, Metabolic Haematology clinic, Myeloproliferative Clinics, Myeloma/Amyloid Clinic, HSEP haematology clinic, Anaemia clinic, Iron deficiency clinic, and a Lysosomal storage disorders Clinic. There is also a monthly SVT clinic held jointly with Hepatology.

Laboratory

The Pathology Laboratory services are provided by the Joint Venture Pathology Provider, Health Services Laboratories (HSL). HSL is jointly owned by the Royal Free London NHS Foundation Trust, University College Hospitals London NHS Foundation Trust and the private partner, The Doctor's Laboratory (TDL). The Joint Venture provider complies with strategic developments required by NHS Improvement and NHS England.

The Medical Director for HSL is Dr Rachael Liebmann. Each Trust hosts a rapid response laboratory and specimen reception area. The majority of laboratory functions (except cellular pathology and speciality coagulation) is undertaken at the consolidated laboratory at the Halo building on Mabledon Place.

All tests for diagnosis of haematological malignancies are sent to the SIHMDS

A Rapid Response Laboratory on site (Blood Sciences) provides Routine Haematology tests, FBC, ESR, IM, Malaria and blood and bone marrow film morphology INR, APTT, PT, TT, Fib and D-dimers.

Blood transfusion laboratory provides G&S, Keilhauer, antibody investigations, phenotyping, manual and electronic cross-match, Remote electronic issues of blood products, and blood tracking.

11 DEPARTMENTAL STAFFING

Senior medical staff in the department at the Royal Free Hospital Site:

Prof Amit Nathwani	Academic Head of Haematology, Royal Free campus Honorary Consultant Haemostasis and Thrombosis,
Dr Parag Jasani	Consultant Haematologist, Divisional Clinical Director
Prof Derralynn Hughes	Consultant Haematologist, Lysosomal Storage disorders; Clinical Director R&D
Prof Pratima Chowdary	Consultant Haematologist, Haemophilia and Thrombosis Clinical Service Lead
Dr Mallika Sekhar	Consultant Haematologist and Transfusion lead
Dr Momin Ahmed	Consultant Haematologist, Clinical Specialty Lead
Dr Neil Chauhan	Consultant Haematologist, Training and Education Lead
Dr Keith Gomez	Consultant Haematologist, Associate Professor, Clinical lead for Haemostasis Genetics
Dr Paul Batty	Consultant Haematologist, Associate Professor, UCL
Dr Anja Drebes	Consultant Haematologist, Haemostasis and Thrombosis; Clinical Lead Haemophilia and Thrombosis Centre
Dr Mary Mathias	Consultant Paediatric Haematologist
Dr Thynn Yee	Associate Specialist, Haemostasis and Thrombosis
Vacancy 1	
Vacancy 2	

Junior Medical Staff in the Department:

- 4.0 WTE Specialist Registrars who rotate on the University College London Hospital rotation.
- 2.0 WTE Junior Clinical Fellows (CMT equivalent)

- 1.0 WTE CMTs
- 1 WTE Specialty doctor Haematology

12 General Responsibilities

Infection Control

Infection control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trust's Infection Prevention and Control policies and procedures and the Health Act (2006) Code of Practice for the prevention and control healthcare associated infections and make every effort to maintain high standards of infection control at all times thereby reducing the risk of Healthcare Associated infections.

It is the duty of every member of staff to take personal responsibility for the prevention and control of infection, as laid down in the Trust's policies and procedures, which reflect the statutory requirements of the Hygiene Code. This includes, but is not limited to:

- Working in close collaboration with the Infection Control Team
- Ensuring that monitoring of clinical practice is undertaken at the agreed frequency
- Ensuring that the ward environments are cleaned and maintained to the highest standards and that shortfalls are rectified or escalate as necessary
- Ensuring that all relevant monitoring data and issues are provided through the Directorate's Governance structures
- Ensuring that all staff are released to attend infection control-related educational sessions and staff with specialist roles, like link practitioners, are released to undertake their duties

Health and Safety at Work and Occupational health clearance

The post holders are required to:

- Take reasonable care for the health and safety of himself/herself and other persons who may be affected by their actions or omissions at work.
- Co-operate with the employer in ensuring that all statutory and other requirements are complied with.
- The post is subject to occupational health clearance.

Confidentiality & Data Protection

The post holders are responsible for complying with the Data Protection Act 1998 and maintaining the confidentiality of staff, patients and Trust business.

If they are required to process information, they should do so in a fair and lawful way, ensuring that accuracy is maintained. They should hold information only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose.

The post holders should disclose information only to authorised persons or organisations as instructed. Breaches of confidentiality in relation to information will result in

disciplinary action, which may include dismissal. Employees are expected to comply with all Trust policies and procedures and to work in accordance with the Data Protection Act 1998. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training (e.g., HISS induction, organising refresher sessions for staff when necessary.)

Conflict of Interest

The Trust is responsible for ensuring that the services for patients in its care meet the highest standards. Equally, it is responsible for ensuring that staff do not abuse their official position, to gain or benefit themselves, their family or friends.

Disclosure and Barring Scheme (DBS)

If the role you are applying for is identified as either controlled or regulated activity as defined in the Safeguarding vulnerable Groups Act (2006) any offer of employment is provisional upon a satisfactory DBS check being obtained.

Equality and Diversity

The Trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job-related needs of all staff working in the Trust are recognised. The Trust aims to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of gender, marital status, domestic circumstances, age, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job.

The post holders are responsible for ensuring that all the Trust's policies, procedures and obligations in respect of promoting equality and diversity are adhered to in relation to both staff and services.

Vulnerable Groups

The post holders are required to:

Carry out responsibilities in such a way as to minimise the risk of harm to children, young people and vulnerable adults and to promote their welfare in accordance with the Children Act 2004, Working Together to Safeguard Children (2006) and No Secrets guidance (DH 2000).

Demonstrate an understanding of and adhere to the Trust's child protection policies.

No Smoking

The Trust implemented a No Smoking Policy, which applies to all staff. Staff contravening this policy will be subject to disciplinary procedures.

Standards of dress

All staff are expected to abide by the Trust's guidance on standards of dress.

This job description outlines the current main responsibilities of the post however the duties of the post may change and develop over time and may therefore be amended in consultation with the post holders.

Terms and conditions

Terms and Conditions will be in accordance with nationally agreed conditions of service for Consultants (England) 2003.

Contact details for visiting arrangements

Applicants should contact either Professor Pratima Chowdary, Clinical Service Lead at p.chowdary@nhs.net Dr Anja Drebes at a.drebes@nhs.net, or Dr. Parag Jasani at parag.jasani@nhs.net.

JOB DESCRIPTION 2 – Clinical Haematology with an interest in benign haematology

JOB TITLE:	Consultant Haematologist – Clinical Haematology with an interest in benign haematology	
CONTRACT	Substantive, full-time (10 PAs)	
DIVISION:	Infection, Immunity and Rare Disorders	
LOCATION:	Royal Free Hospital, Pond Street	
NAME OF LINE MANAGER	Professor Pratima Chowdary - Clinical Service Lead Dr Parag Jasani - Divisional Clinical Director	
NAME OF RESPONSIBLE OFFICER FOR REVALIDATION	Dr Jane Hawdon	
MANAGES:	Directly:	NA
	Indirectly:	NA
<p>Applications are invited for the post of whole-time Consultant in Haematology at the Royal Free London NHS Foundation Trust based at the Royal Free Hospital. Applicants must also be on the General Medical Council Specialist Register (UK) with a Licence to Practise (or be eligible for full and Specialist registration within six months of interview).</p> <p>The post holders will join eight other Haematology Consultants in the new Haemophilia and Haematology department. The department includes the KD Haemophilia & Thrombosis Centre, with an established international reputation in clinical research, and there are opportunities to support the development of clinical trials.</p> <p>The person appointed will have broad haematology training and be capable of handling various medical problems with general and malignant haematology. The appointee must be an effective team player and will be flexible in approaching new ways of working. The post holder will join a Haematology Department that provides Malignant Haematology Services with a hub based at Barnet and Non-malignant Haematology Services with Royal Free Hospital as the Hub. The post holder will be based at the Royal Free and work collaboratively with the Haematologists at Barnet and University College London NHS Foundation Trust to ensure the provision of benign haematology service appropriate for the local population.</p> <p>The appointee will be expected to help maintain the haematology department's reputation as a centre of excellence in service delivery, teaching and training. The appointee is also encouraged to develop a specialist interest in areas like, immune haematology, myeloproliferative disorders or liaison haematology, as the hospital is the hub of liver and renal disorders and transplantation</p>		

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The post holders will be expected to deliver

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- Liaison services with other clinical services based at the RFH site (particularly our large renal and liver units).
- Other clinical work, including supporting the Haematology laboratory (diagnostic/morphology)
- Run a 2WW clinic and cross site immune haematology clinic
- Develop an area of special interest for clinical or academic research aligned with the department's aspirations.
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- To be familiar with the clinical working of the department and to contribute to the clinical care of patients with malignant and non-malignant haematological diseases as required, in collaboration with other haematology consultant colleagues.
- Contribute to the clinical service and service development for patients with haematological conditions.
- Attend cancer and clinical MDTs
- There will be a requirement to assist with the attending rota for inpatient care regularly, including ward rounds and the second on-call out-of-hours rota.
- Ensure all communication, which may be complex, contentious or sensitive, is undertaken in a responsive and inclusive manner.
- Abide by the professional code of conduct relevant to post holders governing body
- Flexibility, innovation, and careful use of resources are all expected qualities in a haematology consultant.
- To effectively interface with other aspects of the functioning of the department by participating in the provision of other clinical services in the department (the exact nature of which will be negotiated with the candidate).

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- To actively participate in undergraduate teaching and become closely involved in developing the curriculum for teaching haematology at both undergraduate and postgraduate levels.
- To be involved in the educational supervision of haematology specialist registrars where appropriate.
- To actively engage in service improvement initiatives within the Trust.
- To support the head of the department in promoting the unit to colleagues within the Trust and other potential users, nationally and internationally.
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Other patient treatment (results review and chemotherapy, and day unit cover)	0.5
Haematology lab clinical cover	0.75
ERS and 2 WW triage	0.25
Education MBBS – General haem lead (rostering and delivery bedside teaching)	1.0
Departmental weekly MDT	0.25
SPA – Total	2
CPD	1
UG education co-lead	0.5
Educational supervision	0.25
Departmental management meetings	0.25

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08:30-09:00	Journal Club	HSR
09:00 – 13:00	Cancer 2WW Clinic	Outpatients
13:00 – 14:00	Academic meeting	Haemophilia Centre
14:00-17:00	SVT clinic (monthly)	Outpatients

Please note that timetables are subject to change in accordance with the changing priorities of the Trust and the introduction of the 48-hour working week. This timetable is, therefore, only a guide and may not reflect working patterns in the future.

Any consultant who is unable for personal reasons to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed personally with the Trust in consultation with consultant colleagues.

8 ROYAL FREE LONDON NHS FOUNDATION TRUST

Introduction

The Royal Free London NHS Foundation Trust is one of the largest and busiest in London, with a well-established national and international reputation for clinical excellence and world-class care. The Trust delivers care to over 1.6 million people annually through three leading hospitals: Barnet, Chase Farm and the Royal Free. It prides itself on being a supportive and friendly place to work with the patient's best interests at the heart of everything it does.

The Royal Free London NHS Foundation Trust has around 1,350 beds on its sites, and about 10,000 people are employed. As well as services for local people, such as an accident and emergency service, and all branches of surgery and medicine, the Trust is renowned for many specialist services. These include, amongst others, solid organ transplantation, nephrology and hepatology, HIV and infectious diseases, plastic surgery, immunology, amyloidosis and scleroderma.

The Trust's research priorities in collaboration with the medical school are translational and clinical research underpinned by a strong basic science. Areas of research excellence include rare disorders, organ failure and transplantation, oncology, immunity, inflammation, and neurosciences.

In August 2008, the Royal Free became a founder member of UCL Partners, a federation of UCL with associated Specialist trusts. UCL Partners was designated as an academic health science centre by the secretary of state in March 2009.

In April 2012, the Trust was awarded foundation status and became the Royal Free London NHS Foundation Trust.

Early history

The Royal Free Hospital was founded in 1828 by William Marsden, a surgeon who later also founded the Marsden Hospital. It was the first hospital in London, and one of the first few in the country, to treat patients without any letter of introduction or payment. In the 1840s, the hospital moved to Gray's Inn Road. The hospital was given its royal title by Queen Victoria in recognition of its work during cholera outbreaks.

Modern-day

Built in 1974, the current Royal Free Hospital site has been extensively upgraded to bring its condition and equipment up to the best contemporary standards. The Trust manages several specialist community facilities in Camden and Barnet. The catchment area for services for older adults and emergency services comprises Hampstead and South Barnet.

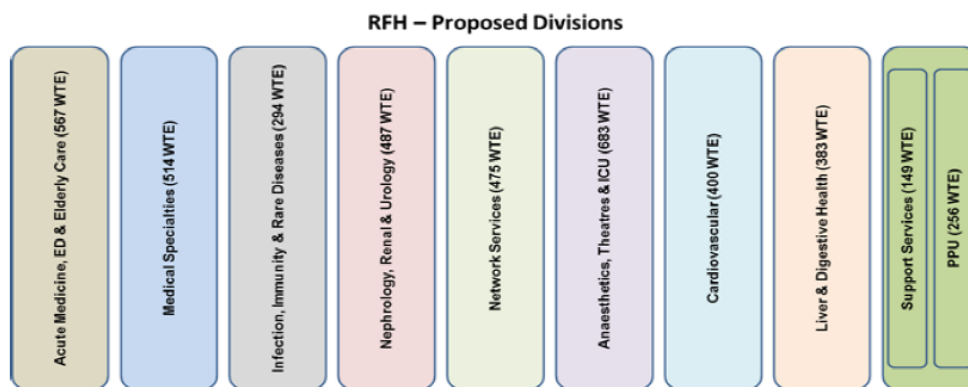
A wide range of outpatient, day surgery and ambulatory services are provided elsewhere by the Royal Free in partnership with other hospitals, namely Edgware Community Hospital, Barnet Hospital, the North Middlesex Hospital, Finchley Memorial Hospital,

Mount Vernon Hospital, Watford General Hospital, St Albans City Hospital, Harpenden Memorial Hospital, St Pancras Hospital, and also at three independent sector sites.

University College London (UCL) Medical School has an annual intake of 330 students. The Royal Free campus provides clinical training for approximately 140 students in Phase 2, and staff members also contribute to the Phase 1 (life sciences) course.

Organisation

Patient services are managed across nine divisions. Haematology at Royal Free and Barnet, Haemophilia, and Thrombosis sit within Infection, Immunity and Rare Diseases with Haematology, Rheumatology, Microbiology, Virology, Clinical Immunology, Amyloidosis, HIV and Infectious Diseases. Dr Parag Jasani (Consultant Haematologist) is the Divisional Clinical Director for Infection, Immunity and Rare Diseases. Professor Pratima Chowdary is the service line lead for Haematology, Haemophilia and Thrombosis and Rheumatology. There is a separate Private Practice Unit located on the 12th Floor. Consultants undertaking private patient work are encouraged to use the Trust's facilities.



9 CROSS SITE DEPARTMENT OF HAEMATOLOGY STRATEGY

The three pillars of our haematology strategy are:

Local Care:

- Provide an excellent, safe and efficient haematology service for our local population, closer to their homes.
- Provide an excellent haematology lab and transfusion support for the hospital

Specialist Care:

- Develop a Specialist immune haematology, myeloproliferative and MDS service
- Provide Specialist input to complex patients admitted to RFL, including organ transplantation
- Cancer care is managed from Barnet site

Academic and Teaching Excellence:

- Drive participation in and develop cutting-edge research
- Enhance our reputation as a centre of excellence for teaching and training, not only for medical students but all healthcare professionals

10 ROYAL FREE HAEMOPHILIA, HAEMATOLOGY AND THROMBOSIS

Both malignant and non-malignant haematology inpatients are admitted onto 11E. From 1st December 2015, the transfer of some malignant haematology services to UCLH has meant services remaining at RFL include levels 1- 2b, comprising levels 1-2b (excluding AML) at the Barnet site, levels 1-2a at the Chase Farm Site, and level 1 only at Royal Free Hospital site. Haemophilia and thrombosis services are run from the Katharine Dormandy Haemophilia Centre located on the ground floor, a comprehensive care centre. Anticoagulation services are also provided at Royal Free Hospital and Barnet Hospital sites, collectively providing the largest outpatient service at the Trust, having seen a rapid increase in activity over the past few years. Since the acquisition of Barnet and Chase Farm Hospitals, the service has worked towards aligning service provision.

The Royal Free Hospital site department will further increase specialist haematology services, including haemophilia and Thrombosis, metabolic haematology, lysosomal storage disorders, immuno-haematology, and myeloma in patients with renal dysfunction, systemic amyloidosis and Specialist transfusion with a view to developing Specialist Centre status in non-malignant haematological conditions. Some of the targeted haematological disorders offer synergy with the services offered by the haemophilia and haemostasis unit, such as immune thrombocytopenia (ITP).

Blood transfusion is also one of the most common inpatient procedures at RFL (36000 units transfused per year). Significant transformative advances in the science, technology and practice of transfusion in the last decade have led to important initiatives in hospital Blood Banking and Transfusion Medicine comprising: Electronic processes for testing and supply of blood products, Greater choice of blood products, improved monitoring of outcomes, Electronic processes to track blood, Patient Blood Management and Improved care-pathways for transfusing patients

The department undertakes teaching in Haematology for medical students from University College London. Postgraduate teaching and lectures are given by department members and visiting speakers regularly.

Research also plays a significant and vital role in the department with diverse research interests, including cellular immunotherapy, signal transduction and haemophilia and Thrombosis, lysosomal storage disorders, amyloidosis and gene therapy. All junior doctors are assigned a Consultant Supervisor who assists both doctors in and out of training with their education.

Inpatient and outpatient services

The department has access to the Oncology Ward on 11E and one of the Private Wards.

In 2022/23, the service saw around 1800 first appointments with another 5700 follow-up appointments. Ambulatory care is undertaken in 2NA as part of the rare disorder hub and planned investigation and treatment unit. Pre-COVID, there were approximately 300 Consultant episodes per month.

The Anthony Nolan laboratories are on the Royal Free site, and there is close collaboration between the two institutions.

Weekly General Haematology, FBC non-immune clinic and FBC autoimmune clinic, Metabolic Haematology clinic, Myeloproliferative Clinics, Myeloma/Amyloid Clinic, HSEP haematology clinic, Anaemia clinic, Iron deficiency clinic, and a Lysosomal storage disorders Clinic. There is also a monthly SVT clinic held jointly with Hepatology.

Laboratory

The Pathology Laboratory services are provided by the Joint Venture Pathology Provider, Health Services Laboratories (HSL). HSL is jointly owned by the Royal Free London NHS Foundation Trust, University College Hospitals London NHS Foundation Trust and the private partner, The Doctor's Laboratory (TDL). The Joint Venture provider complies with strategic developments required by NHS Improvement and NHS England. The Medical Director for HSL is Dr Rachael Liebmann. Each Trust hosts a rapid response laboratory and specimen reception area. The majority of laboratory functions (except cellular pathology and speciality coagulation) is undertaken at the consolidated laboratory at the Halo building on Mabledon Place.

All tests for diagnosis of haematological malignancies are sent to the SIHMDS

A Rapid Response Laboratory on site (Blood Sciences) provides Routine Haematology tests, FBC, ESR, IM, Malaria and blood and bone marrow film morphology INR, APTT, PT, TT, Fib and D-dimers.

Blood transfusion laboratory provides G&S, Keilhauer, antibody investigations, phenotyping, manual and electronic cross-match, Remote electronic issues of blood products, and blood tracking.

11 DEPARTMENTAL STAFFING

Senior medical staff in the department at the Royal Free Hospital Site:

Prof Amit Nathwani	Academic Head of Haematology, Royal Free campus Honorary Consultant Haemostasis and Thrombosis,
Dr Parag Jasani	Consultant Haematologist, Divisional Clinical Director
Prof Derralynn Hughes	Consultant Haematologist, Lysosomal Storage disorders; Clinical Director R&D
Prof Pratima Chowdary	Consultant Haematologist, Haemophilia and Thrombosis Clinical Service Lead
Dr Mallika Sekhar	Consultant Haematologist and Transfusion lead

Dr Momin Ahmed	Consultant Haematologist, Clinical Specialty Lead
Dr Neil Chauhan	Consultant Haematologist, Training and Education Lead
Dr Keith Gomez	Consultant Haematologist, Associate Professor, Clinical lead for Haemostasis Genetics
Dr Paul Batty	Consultant Haematologist, Associate Professor, UCL
Dr Anja Drebes	Consultant Haematologist, Haemostasis and Thrombosis; Clinical Lead Haemophilia and Thrombosis Centre
Dr Mary Mathias	Consultant Paediatric Haematologist
Dr Thynn Yee	Associate Specialist, Haemostasis and Thrombosis
Vacancy 1	
Vacancy 2	

Junior Medical Staff in the Department:

- 4.0 WTE Specialist Registrars who rotate on the University College London Hospital rotation.
- 2.0 WTE Junior Clinical Fellows (CMT equivalent)
- 1.0 WTE CMTs
- 1 WTE Specialty doctor Haematology

12 General Responsibilities

Infection Control

Infection control is everyone's responsibility. All staff, both clinical and non-clinical, are required to adhere to the Trust's Infection Prevention and Control policies and procedures and the Health Act (2006) Code of Practice for the prevention and control healthcare associated infections and make every effort to maintain high standards of infection control at all times thereby reducing the risk of Healthcare Associated infections.

It is the duty of every member of staff to take personal responsibility for the prevention and control of infection, as laid down in the Trust's policies and procedures, which reflect the statutory requirements of the Hygiene Code. This includes, but is not limited to:

- Working in close collaboration with the Infection Control Team
- Ensuring that monitoring of clinical practice is undertaken at the agreed frequency
- Ensuring that the ward environments are cleaned and maintained to the highest standards and that shortfalls are rectified or escalate as necessary
- Ensuring that all relevant monitoring data and issues are provided through the Directorate's Governance structures
- Ensuring that all staff are released to attend infection control-related educational sessions and staff with specialist roles, like link practitioners, are released to undertake their duties

Health and Safety at Work and Occupational health clearance

The post holders are required to:

- Take reasonable care for the health and safety of himself/herself and other persons who may be affected by their actions or omissions at work.
- Co-operate with the employer in ensuring that all statutory and other requirements are complied with.
- The post is subject to occupational health clearance.

Confidentiality & Data Protection

The post holders are responsible for complying with the Data Protection Act 1998 and maintaining the confidentiality of staff, patients and Trust business.

If they are required to process information, they should do so in a fair and lawful way, ensuring that accuracy is maintained. They should hold information only for the specific registered purpose and not use or disclose it in any way incompatible with such a purpose.

The post holders should disclose information only to authorised persons or organisations as instructed. Breaches of confidentiality in relation to information will result in disciplinary action, which may include dismissal. Employees are expected to comply with all Trust policies and procedures and to work in accordance with the Data Protection Act 1998. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training (e.g., HISS induction, organising refresher sessions for staff when necessary.)

Conflict of Interest

The Trust is responsible for ensuring that the services for patients in its care meet the highest standards. Equally, it is responsible for ensuring that staff do not abuse their official position, to gain or benefit themselves, their family or friends.

Disclosure and Barring Scheme (DBS)

If the role you are applying for is identified as either controlled or regulated activity as defined in the Safeguarding vulnerable Groups Act (2006) any offer of employment is provisional upon a satisfactory DBS check being obtained.

Equality and Diversity

The Trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job-related needs of all staff working in the Trust are recognised. The Trust aims to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of gender, marital status, domestic circumstances, age, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job.

The post holders are responsible for ensuring that all the Trust's policies, procedures and obligations in respect of promoting equality and diversity are adhered to in relation to both staff and services.

Vulnerable Groups

The post holders are required to:

Carry out responsibilities in such a way as to minimise the risk of harm to children, young people and vulnerable adults and to promote their welfare in accordance with the Children Act 2004, Working Together to Safeguard Children (2006) and No Secrets guidance (DH 2000).

Demonstrate an understanding of and adhere to the Trust's child protection policies.

No Smoking

The Trust implemented a No Smoking Policy, which applies to all staff. Staff contravening this policy will be subject to disciplinary procedures.

Standards of dress

All staff are expected to abide by the Trust's guidance on standards of dress.

This job description outlines the current main responsibilities of the post however the duties of the post may change and develop over time and may therefore be amended in consultation with the post holders.

Terms and conditions

Terms and Conditions will be in accordance with nationally agreed conditions of service for Consultants (England) 2003.

Contact details for visiting arrangements

Applicants should contact either Professor Pratima Chowdary, Clinical Service Lead at p.chowdary@nhs.net Dr Anja Drebes at a.drebes@nhs.net, or Dr. Parag Jasani at parag.jasani@nhs.net.