

Person Specification

	Essential	Desirable	Method of Assessment
Qualifications	<p>Full registration and licence to practise with the GMC and be on the Specialist Register in Haematology (or be eligible for registration within six months of interview).</p> <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> <p>Applicants that are non-UK trained will be required to show evidence of equivalence to the UK CCT.</p> <p>If applicant is newly qualified UK trained they must ALSO be a holder of Certificate of Completion of Training (CCT), or within six months of award of CCT by date of interview</p> <p>FRCPath or evidence of equivalent qualification.</p>	<p>MRCPCH or evidence of equivalent qualification</p> <p>Other relevant higher qualification.</p>	<p>Application form</p> <p>GMC</p> <p>Interview</p>

Experience Knowledge / Skills	<p>Evidence of thorough and broad based training in specialty; wide range of general experience in this specialty</p> <p>Able to take responsibility for delivering service without direct supervision</p> <p>Ability to take full and independent responsibility for clinical care of patients</p> <p>Knowledge of current trends in specialty</p> <p>Post-registration clinical experience</p> <p>Special interest</p> <p>Experience in Postgraduate teaching</p> <p>Broad range of IT skills</p> <p>Knowledge of evidence-based practice.</p>	<p>Evidence of a special interest that complements those of other consultants in the department.</p> <p>Up-to-date knowledge of modern diagnostic techniques.</p>	<p>Application form, interview, references</p>
Audit, Clinical Governance and	<p>Evidence of participation in clinical audit relevant to</p>	<p>Published</p>	<p>Application form</p>

Research	<p>specialty</p> <p>Understanding of clinical governance and the individual responsibilities it implies</p> <p>Participation in CPD and, where relevant evidence of participation.</p>	<p>audits</p> <p>Publication in reviewed journals</p>	and Interview
Motivation	Commitment to the development of a high quality cost effective service to general surgery and special interest		Interview Presentation
Management	Evidence of managerial skills: achievements/course attended.	Attendance at recognised management course	Interview Presentation
Language Skills	<p>Ability to communicate effectively with clinical colleagues, colleagues in pathology and support staff. Good knowledge of, and ability to use, spoken and written English.</p> <p>Ability to present effectively to an audience, using a variety of methods, and to respond to questions and queries.</p>		Application form, interview, presentation and references
Teaching	<p>Evidence in participation of clinical audits.</p> <p>Evidence of an interest and commitment to teaching.</p> <p>Understanding of the principles of research.</p>	<p>Recognised teaching qualification.</p> <p>Research experience.</p> <p>Publications.</p>	

	Evidence of participation in audit.	Prizes and honours.	
Personality	<p>Practice in accordance with the GMC's guidance on Good Medical Practice to include:</p> <ul style="list-style-type: none"> • good communication skills, both oral and written • honesty and reliability • decisiveness/accountability • excellent and effective interpersonal skills • energy and enthusiasm and the ability to work under pressure • an enquiring and critical approach to work • a caring attitude to patients • non-judgemental approach to patients • evidence of ability to work independently and as part of a team • an ability to organise and prioritise work effectively • flexibility • resilience • thoroughness • initiative/drive/enthusiasm • team working • situational awareness 	Attendance at communications workshop/courses	<p>Interview</p> <p>Application form</p> <p>Presentation</p>

	<ul style="list-style-type: none">• dealing with stress and fatigue• leadership skills• evidence of logical thinking/problem solving/ decision-making• effective, confident presentation ability• demonstrates behaviours and attitudes that support the trust's mission and values.		
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General compliance

1. To comply with all Trust Policies and Procedure, with particular regard to

- Risk Management
- Health and Safety
- Confidentiality
- Data Quality
- Freedom of Information
- Equal and Diversity and Dignity at Work
- Information and Security Management and Information Governance
- Counter Fraud and Bribery

2. The Trust has designated the prevention and control of healthcare associated infection (HCAI) as a core patient safety issue. As part of the duty of care to patients, all staff are expected to:

- Understand duty to adhere to policies and protocols applicable to infection prevention and control.
- Comply with key clinical care policies and protocols for prevention and control of infection at all time; this includes compliance with Trust policies for hand hygiene, standards (universal) infection precautions and safe handling and disposal of sharps.
- All staff should be aware of the Trust's Infection Control policies and other key clinical policies relevant to their work and how to access them.
- All staff will be expected to attend prevention and infection control training, teaching and updates (induction and mandatory teacher) as appropriate for their area of work, and be able to provide evidence of this at appraisal.

3. To perform your duties to the highest standard with particular regard to effective and efficient use of resources, maintaining quality and contributing to improvements.

4. Ensure you work towards the Knowledge and Skills Framework (KSF) requirements of this post. KSF is a competency framework that describes the knowledge and skills necessary for the post in order to deliver a quality service.

5. Your behaviour will demonstrate the values and vision of the Trust by showing you care for others, that you act professionally as part of a team and that you will continually seek to innovate and improve. ***Our vision, mission, values and behaviours*** have been designed to

ensure that everyone is clear about expected behaviours and desired ways of working in addition to the professional and clinical requirements of their roles.

6. Perform any other duties that may be required from time to time.

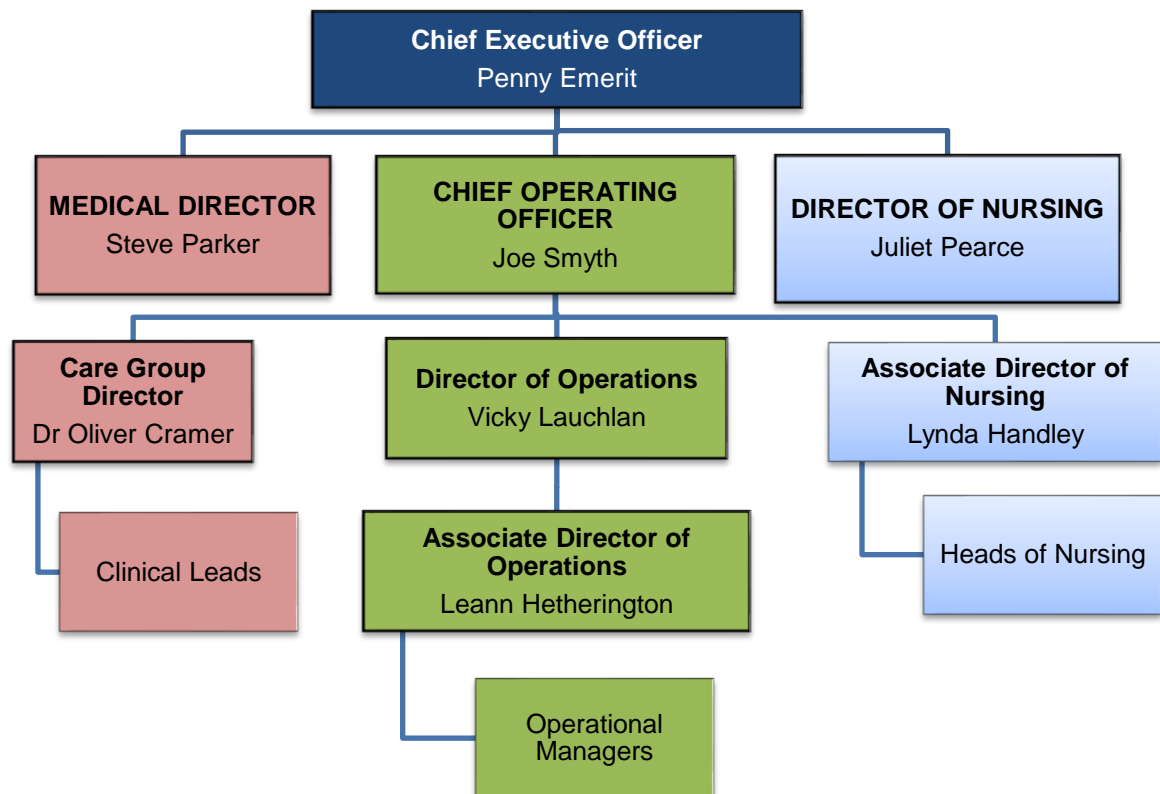
7. Patients come first in everything we do. Every post holder can make a difference to a patient's experience. You will come across patients as you walk around the hospital; we rely on all our staff to be helpful, kind and courteous to patients, visitors and each other.

8. Ensure you adhere to and work within local and national safeguarding children legislation and policies including the Children Act 1989 & 2004, Working Together to Safeguard Children 2013, 4LSCB guidance and the IOW Child Protection policy.

9. Ensure you adhere to and work within the local Multiagency safeguarding vulnerable adults policies and procedures.

10. This job description may be altered to meet changing needs of the service and will be reviewed in consultation with the post holder.

Appendix 1 - Organisational Chart - Divisional Level



Appendix 2 - Organisational Chart – Pathology Level

