

## **Job Description**

### **Substantive Full Time Consultant Haematologist**

**Salary:** NHS Consultant Pay scale £93,666 to 126,281 per annum depending on the length of service

**Hours:** 10 PAs per week plus 0.6 PA for on call commitments

### **Bolton NHS Foundation Trust**

#### **Particulars of the Post**

##### **1. Geographical Background**

Bolton is one of the largest towns in the North West of the United Kingdom, situated within the boundaries of Greater Manchester. Bolton is situated only 12 miles from the centre of Manchester and 30 miles from Liverpool. The town is well-served by motorways, M61, M62 and Manchester International Airport.

Bolton is centred at the hub of the North Western Region and there is fast access to neighbouring towns, the Lake District, the Yorkshire Dales and Fylde Coast which lend themselves to many outdoor pursuits such as walking, climbing and cycling. There are also opportunities for fishing, golf and sailing.

Bolton offers a wide range of schooling for all ages of children. Bolton College and Bolton Institute of Higher Education have a good choice of classes and extra activities. School facilities that are available comprise of comprehensive and independent primary and secondary education. Bolton Independent Schools are consistently highly placed in the national league tables.

The general environment in Bolton and the surrounding countryside is a pleasant one, with good residential areas offering a wide choice of housing styles at competitive prices. Shopping and social facilities are first rate.

##### **2. Health and Health Services in Bolton**

Bolton NHS Foundation Trust serves a population of approximately 310,000. It administers services to an area coterminous with that of Bolton Metropolitan Borough Council. The population of Bolton is multi-racial, multi-cultural and very diverse. Royal Bolton Hospital currently 780 beds and has been developed as the District General Hospital for the area.

A major development at the Royal Bolton Hospital site was completed in 1996. This includes 290 Acute Beds, Operating Theatres, Dedicated Endoscopy Unit, Intensive Therapy, Coronary Care and Adult Day care Investigation and Surgery Units, Accident and Emergency, Radio diagnostic and Out-Patient Departments

More recent new developments include upgrading of most of our general medical and specialist medical wards including an Acute Medical Unit which incorporates short stay patients. We also accommodate a satellite 16 station haemodialysis unit run by Salford Royal's Renal Service and a 10 bedded Coronary Care Unit. The hospital trust is a regional centre for women's and children's services and has a separate paediatric A & E department. There is continuing investment in development with a College of Medical Sciences currently being built on site.

### **3. Background to the post**

This is an exciting opportunity for two enthusiastic Haematologists to join our well established department. A sample job plan is included at the end of this job description but it is subject to review through the usual job planning process.

The appointees will be expected to work with 3 Consultant Haematologist colleagues currently in post with the support of 1 Physician's Associate, 1 Foundation Year 1 doctor, a trainee Advanced Clinical Practitioner, Haematology Day Unit Manager, 2 Haematology Nurse Specialists, 2 staff nurses, band 3 HCA and 1 Principle Clinical Scientist for clinical and laboratory transfusion.

Candidates for the post must be registered medical practitioners and on the specialist register within 6 months of the date of the Advisory Appointments Committee (i.e. date of interview). It is expected that the appointee will hold both the FRCPATH and MRCP or show evidence of equivalent training and experience.

The post would suit either an experienced consultant looking for a new challenge or a newly qualified consultant.

The haematology department has laboratory and clinical haematology functions which work together in a seamless way. The laboratory haematology department sits within The Department of Laboratory Medicine which consists of Blood Sciences (Laboratory Haematology and Clinical Chemistry), Histopathology/Cytology and Microbiology departments. This in turn sits within the Diagnostic and Support Services Division. The clinical haematology department sits in the Adult Acute Division. The appointee will have lines of accountability for laboratory work through the Clinical Lead for Laboratory Medicine to the Head of Division for the Diagnostic and Support Services Division while lines of accountability for clinical work involving patients directly, go through the head of Division Adult Acute Care.

#### Clinical Haematology

The Haematology Department has access to medical beds for in-patient care on C2 ward where there are side rooms with en-suite facilities for neutropenic patients. We have our own dedicated day case and chemotherapy unit on ward N4. Outpatient clinics are held in clinic rooms in Pathology. This is adjacent to the laboratory for quick turn-around of blood test results. Patients who are having IV or SC chemotherapy are reviewed on the day-case unit

where we also have an outpatient clinic room. Bone marrow biopsies are undertaken on the unit by our Physician's Associate.

Currently Bolton provides British Committee for Standards in Haematology (BCSH) level 2a services for patients with haematological malignancy with level 2b patients from Bolton Wigan and Salford being referred into a dedicated 8 bedded unit at Hope Hospital, Salford.

Patients requiring level 3 care for myeloma are referred to Manchester Royal Infirmary and those requiring level 3 care for lymphoma are referred to Christie Hospital. All patients requiring allogeneic bone marrow transplantation are also referred to tertiary centres at Manchester Royal Infirmary or Christie Hospital.

Out of hours cover is via a 1-in-8 sector based on call rota with participation by 5 consultants in Hope Hospital, 1 consultant from Wigan, 2 Bolton Consultants and 2 SpRs. On call cover will involve 1 in 8 weekends consisting of daily ward rounds at the Salford level 2b unit with telephone cover for Bolton and Wigan. Weekday night telephone cover will be provided locally by consultants covering Royal Bolton hospital only. On site out-of-hours cover for haematology patients is provided by Bolton on-call junior medical staff.

Haematology Specialist MDT meetings are held weekly in the Trust MDT videoconferencing. Colleagues from Wigan and Salford provide input via the video-conference link to create a North West of Manchester Sector Specialist Haematology MDT meeting covering a total population of around 1 million. They involve participation by local radiology and histopathology colleagues as well as input from Dr Clara Chan Clinical Oncologist with a specialist interest in lymphoma based at Christie Hospital. Input for Leukaemia, myeloma and other haematological malignancies is provided by Dr Eleni Tholouli from MRI (myeloma) and Dr Adrian Bloor from Christie (lymphoma).

Haemophilia cases are treated in the Manchester haemophilia centre based at Manchester Royal Infirmary. Some other bleeding disorder cases are treated locally. Warfarin clinics are held in the community and run by a dedicated team of anticoagulant nurses. Clinical Haematology retains managerial and governance oversight of this area. There is an acute DVT service and a thrombosis clinic in the Ambulatory Care area which we offer advice to when requested.

Patients with Haemoglobinopathies are managed locally but referrals are also made to Manchester Royal Infirmary Sickle and Thalassaemia Centre for joint specialist care plans, as well as annual reviews.

The Haematology Department provides a laboratory, but not a clinical paediatric service.

Patients less than 16 years old are referred to the Royal Manchester Children's Hospital, 16-18 are referred to the Teenage and Young Adult (TYA) at Christie hospital and 18-24 are offered the choice of TYA or local treatment.

The Haematology Department works closely with the Bolton Community IV Therapy Team consisting of specialist nurses fully trained in central line use and chemotherapy delivery. The Department has pioneered a home transfusion service, central line care and phlebotomy. Home Chemotherapy is also provided in selected cases including twice daily

S/C low dose cytarabine for AML patients, S/C azacitidine for AML and MDS and S/C Velcade for myeloma.

Bolton has an excellent radiology department with a team of enthusiastic radiologists. Radiologists participate in the regional MDT for Lung Cancer. Two CT scanners, Magnetic Resonance Imaging and Nuclear Medicine Services are available locally. Invasive procedures including percutaneous lymph node biopsies and Superior Vena Caval Stent insertions are performed within the department. PET CT imaging is available at Wigan and the Christies Hospital in Manchester.

### The posts

The job plan will be agreed following appointment and reviewed at 6 weeks in line with the Trust job planning policy. It involves inpatient ward work and mixed oncology/general haematology outpatient clinics. There are no subspecialist clinics in haemato-oncology at present but this may be developed in the future. There are specialist clinics – Joint Obstetric/Haematology and plans to develop a Thrombosis clinic.

Currently all substantive consultants undertake 3 outpatient clinics per week. These clinics contain 2 week wait referrals, routine new referrals and follow up patients.

Ward rounds occur daily during the week. These are undertaken by a Haematology Consultant with a Haematology Specialist Nurse and Physician's Associate (Wednesday/Thursday) and Haematology FY1 (Monday, Tuesday and Fridays).

The Haematology Specialist Nurses manage clinics for patients on chemotherapy and monitor clinical progress and our Physician Associate undertakes telephone clinics for patients that can be managed remotely.

The appointee will participate in laboratory haematology roles such as blood film reporting, anti-coagulation advice and supporting the transfusion service. The appointee will also be expected to give advice on haematology matters to clinical colleagues.

### **Office Accommodation and Secretarial Support.**

The Consultant will be based at Royal Bolton Hospital where he/she will have office accommodation equipped with computer and internet access. Full secretarial support will be provided.

### **Mentoring Support**

The Trust has a well-established system for mentoring. All new Consultants are offered a mentor from within the existing consultant staff, if they wish to partake in the scheme.

## **4. Education and Training**

The Haematology department provides a number of educational sessions within the hospital. We teach on the Foundation Programme afternoons, participate in Medical Grand Round.

Furthermore, there is a weekly programme of clinical meetings within the department and within the directorate. There are excellent library facilities in the recently built Medical Institute at the Education Centre at Royal Bolton Hospital.

FY1 Haematology training within the department whom spends time in Haematology (Monday, Tuesday and Friday) and general practice 2 days a week (Wednesday and Thursday).

## **5. Clinical Responsibilities / Administration**

- a. You will be contracted for a continuing responsibility for the care of patients in your charge and for the proper functioning of your clinical department. You will be required to undertake the administrative duties associated with the care of your patients and the running of your clinical department.
- b. To collaborate with incumbent colleagues in developing innovative working practices for the delivery of patient centred services.
- c. To participate in the acute medical emergency rota with consultant colleagues.
- d. You will be expected to provide emergency cover on reciprocal basis for consultant colleagues' periods of leave.
- e. The professional supervision and management of junior medical staff.
- f. Responsibilities for carrying out teaching, examination and accreditation duties as required, and for contributing to post-graduate and continuing medical education activity, locally, regionally and nationally.
- g. The Trusts support the requirements for Continuing Professional Development as lay down by the Royal College of Physicians and is committed to providing time and financial support for these activities.
- h. You will be encouraged to develop and continue your own research interests and to join in the research activities of the department/Trusts.

- i. Managerial, including budgetary responsibilities where appropriate. These include membership of the Medical and Emergency Care Directorate of Bolton NHS Foundation Trust.

## **6. Teaching**

Bolton NHS Foundation Trust has been approved by the University of Manchester for the teaching of medical students in all 3 clinical years.

Trainees may attend the wards and clinics as and when required.

A new Education Centre and Medical Institute were opened in September 1996 at the cost of almost £1M.

There is also a Library and Education Centre at the Royal Bolton Hospital for various types of educational activities.

The Trust is currently underway with building the new Bolton College of Medical Sciences (BCMS). The new state of the art training facility is due to open to its first cohort of students in 2024, and is thought to be the first development of its kind in the UK. It will give people a direct route into health and social care employment, and provide training opportunities for new and existing staff by focusing on practical skills-based learning in a live hospital environment.

## **7. Clinical and Medical Audit**

The Acute Adult Division takes an active part in Medical Audit and all members of the Division are expected to attend and participate. There is an active Clinical Effectiveness department, from which support for clinical and medical audit is available. Clinical Audit and other quality measures are incorporated into the structure for Clinical Governance.

## **8. Clinical Research**

Opportunities for clinical research exist. A great many projects are undertaken without the need for additional resources, but if funds are required for the purchase of special equipment or for temporary assistance with staff, financial support may sometimes be obtained locally. Alternatively, applications for research grants may be made to the Region through its Clinical Research and Health Service Research Advisory Committees for short-term projects not exceeding three years. The trust has a strong research governance structure. The Director of Research is Dr Moulinath Banerjee.

## **9. Continuing Professional Development**

The Trust is committed to the provision of support for continuing medical education as laid down by the Royal College of Physicians. Study leave is available according to the New



Consultant Contract. Consultant Appraisal is well established and the appointee will be expected to participate in regular Appraisal and Job Plan reviews.

### **Nature of Contract**

The appointee will be contracted on a whole-time basis. 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 on a personal basis, in consultation with consultant colleagues.

If the appointee wishes to undertake private medical practice, they may be asked to provide one additional programmed activity of direct clinical care. This would be paid at the appropriate rate.

### **Main Conditions of Service**

- a) The post is subject to satisfactory medical clearance.
- b) The post is subject to satisfactory police clearance.

### **Visits and informal discussions:**

Visits are welcomed and can be arranged by contacting

Dr Hitesh Patel: Clinical lead for Haematology. Tel: (01204) 390390 (ext. 5511)

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## Job Plan

This is a 10PA job plan with an extra 0.6PA for out of hours on call. On call category B, 3% supplement.

A minimum of 1.5 PA of SPA will be offered with any more to be agreed and evidenced during job planning.

### Example Job Plan

Monday	0900-1300	OPD Clinic (1 PA DCC)
	1300-1700	Sector MDT (1 PA)
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Tuesday	0900-1300	OPD Clinic (1 PA DCC)
	1300-1500	Admin (0.5PA DCC)
	1500-1700	SPA (0.5PA)
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Wednesday	0900-1700	Ward round and Haematologist on call (2 PA DCC)
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Thursday	0900-1300	OPD Clinic (1 PA DCC)
	1300-1700	Laboratory work (1 PA DCC)
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Friday	0900-1300	SPA 1PA
	1300-1700	Admin 1PA DCC

0.6 PA for on call commitments