

Consultant in Haematology

Candidate's Application Pack



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PART 1

UNIVERSITY HOSPITALS OF MORECAMBE BAY

Our Vision, Values and Strategy

Together with our colleagues we have developed a vision, set of values and strategic ambitions which form a framework for a positive and supportive environment for our patients, visitors, and colleagues. Our vision and set of values are detailed below; if you feel that you are as committed as we are to their delivery, please continue with your application.

OUR VISION

Creating a great place to be cared for and a great place to work.

OUR CORE VALUES



OUR STRATEGY

The Trust's existing strategy was written in 2018 - before the publication of the NHS Long Term Plan, which set out an ambitious plan for the NHS making sure it was 'fit for the future'. As we are now starting to see the impacts of the system reform agenda that was referenced within the NHS Long Term Plan, it was only right that we reset our vision and ambition.

Working with colleagues from across the Trust and our partners, we have developed a new Trust strategy that looks to address a number of challenges we face, including:

- Improving the quality of our services for everyone who uses them
- Being able to deliver clinical and financial sustainability.
- Maximising the opportunities that the advances in digital technology provide us to transform.
- Manage the changing expectations of our patients.
- Addressing the inequity in care and access to care caused by the pandemic.
- Dealing with workforce challenges
- The changing landscape and working environment due to the system reform.
- Working more collaboratively with partners across Lancashire and South Cumbria (Integrated Care System)

Our new strategy will be used to guide our priorities and decisions over the next five years. It is founded on our vision and values and organised around four strategic priorities.

It sets out our ambition, detailing ways in which we will improve the delivery and quality of care; support our colleagues to be the very best they can be ensuring we make the best use of our resources to support delivery of sustainable services; and recognising the opportunities to collaborate and work in partnership. These priorities will be underpinned by embedding a culture of improvement across the organisation, and come with specific ways of measuring our progress which you can [view in the strategy document.](#)

We will now work to organise ourselves around our new strategy - building it into all our teams and services and translating it into a clear clinical strategy and implementation plan. We will also embed it into our business planning, investment decisions, governance and our team and personal objectives.

We look forward to working together with our colleagues, patients, community, and partners to deliver on the promises this strategy holds. There is a lot to do, and it won't always be easy, but if we work together, we can make a huge difference to the health and wellbeing of everyone living in the Morecambe Bay area.

Our success means healthier lives and safe, high-quality care for our patients; and happier colleagues - meaning we will all be proud to say... We are UHMBT.

The Trust

We are a University teaching hospital full of hard working and dedicated staff providing community and hospital services across the Morecambe Bay area - an area covering a thousand square miles in south Cumbria and north Lancashire.

We operate from three main hospitals - [Furness General Hospital \(FGH\)](#) in Barrow, the [Royal Lancaster Infirmary \(RLI\)](#), and [Westmorland General Hospital \(WGH\)](#) in Kendal, as well as a number of community healthcare premises including [Millom Hospital and GP Practice](#), [Queen Victoria Hospital](#) in Morecambe, and [Ulverston Community Health Centre](#).

FGH and the RLI have a range of General Hospital services, with full Emergency Departments, Critical/Coronary Care units and various Consultant-led services.

WGH provides a range of General Hospital services, together with an Urgent Treatment Centre, that can help with a range of non-life-threatening conditions such as broken bones and minor illnesses.

All three main hospitals provide a range of planned care including outpatients, diagnostics, therapies, day case and inpatient surgery. In addition, a range of local outreach services and diagnostics are provided from community facilities across Morecambe Bay.

Our community services for adults are provided in people's homes, community centres, clinics, GP Practices, community hospitals and our main hospitals. Our aim is to work with people to help them remain independent, improve their health, and manage their conditions through high quality care, advice, and support.

We employ over 7521 staff (excluding Bank only employees) or 8955 including Bank only employees. We have 625 inpatient beds in our hospitals (excluding Maternity and Abbey View). The Royal Lancaster Infirmary currently has 334 inpatient beds, Westmorland General Hospital has 41 inpatient beds, Furness General Hospital has 250 inpatient beds, and Millom Hospital has 9 inpatient beds.

The Area

Morecambe Bay is close to the Lake District and the Yorkshire Dales. The area is one of outstanding natural beauty with excellent recreational facilities, particularly related to the sea, lakes, fells, and countryside. Major industries within the area include shipbuilding, pharmaceuticals, paper manufacture, food processing, a large number of medium-sized engineering and chemical companies and within South Lakeland a large tourism industry.

Lancaster is a university city and the University of Lancaster and Cumbria provide excellent educational, cultural, and sporting facilities. Morecambe Bay hosts some of the best secondary and grammar schools in the country. The M6 makes travelling by road very easy. Manchester is one hour's drive away and London two and a half hours by train. Helpful information can be found at:

Lancaster: [Home | Visit Lancaster](#)

Morecambe Bay: [Home | Visit Morecambe Bay \(exploremorecambebay.org.uk\)](#) Lake

District: [Home : Lake District National Park](#)

Trust Board

The Trust Board has overall responsibility for the operational and strategic direction of the Trust and is accountable to NHS Improvement, the regulator of Foundation Trusts. The safety and quality of care provided at our hospitals is regulated by the Care Quality Commission.

The key functions of the Board can be described as:

- Setting the strategic direction, defining objectives, and agreeing plans for the Trust
- Monitoring the Trust's performance and take corrective action where appropriate.
- Ensuring high standards of corporate and clinical governance
- Appointing and appraising executives
- Working in partnership with external bodies and the local community for the benefit of the Trust and the communities it serves

Board Members

Role	Name
The Chair	Professor Mike Thomas
Chief Executive	Aaron Cummins
Chief Financial Officer & Deputy CEO	Chris Adcock
Chief Nursing Officer	Tabetha Darmon
Chief Medical Officer	Miss Jane McNicholas
Chief People Officer	Alison (Ali) Balson
Chief Operating Officer	Scott McLean
Company Secretary	Paul Jones
Advisor to Trust Board	Dr Sakthi Karunanithi
Non-Executive Directors	Amin Kamaluddin, Alison Cole, Carrie Cobb, Tony Oakman, Karen Deeny, Sarah Rees, Adrian Leather, Dr Hugh Reeve

Short biographies are available at: [The Trust Board :: University Hospitals of Morecambe Bay NHS Foundation Trust \(uhmb.nhs.uk\)](http://TheTrustBoard::UniversityHospitalsofMorecambeBayNHSFoundationTrust(uhmb.nhs.uk))

Postgraduate Medical Education

Postgraduate medical education is the continuation of training of all junior doctors including Foundation and Specialty Trainees for Medicine, Surgery and Dentistry.

The General Medical Council (GMC) influences and shapes postgraduate training through the Northwestern Deanery who works with local NHS Trusts to deliver their individual training programmes.

All junior doctors within our Trust have named Clinical and Educational supervisor whose role it is to ensure their trainee develops against good standards expected for their level of training, which are dependent on local and GMC requirements.

We host Postgraduate Dental Students from the University of Central Lancashire who are undertaking the MSc Oral Surgery Course. Each student attends four oral surgery sessions at the Royal Lancaster Infirmary in order to develop surgical skills for dental practice. The sessions are overseen by Mrs Ameeta Joshi, Consultant Maxillo-Facial Surgeon.

Our key responsibilities include:

- Ensuring that trainees have a good experience in an excellent learning environment and the duties, working hours and supervision of trainees are consistent with the delivery of high quality, safe patient care.
- Quality control of Postgraduate training in our Trust.
- Organising and delivering a robust and appropriate Medical Induction programme to our junior doctors.
- Supporting our trainees to acquire the necessary skills and to achieve their curriculum needs through teaching programmes, effective educational supervision, and time to learn.
- Supporting our trainers to provide effective support, supervision and mentorship and teaching for doctors in training.
- We are committed to supporting all our SAS grade doctors with educational courses and funding.

Undergraduate Medical Education

The department of undergraduate medical Education at UHMBT provides clinical leadership and administrative support for undergraduate medical education activity taking place across the Trust.

Working in partnership with Health Education England North West (HEENW), the General Medical Council (GMC) and our Higher Education Institutions, we provide clinical training for medical students from Lancaster Medical School and Medical Students and Student Physician Associates from the University of Central Lancashire ([**Physician Associate Studies, MPAS \(Hons\) - UCLan / School of Medicine - UCLan**](#)).

We also offer elective placements to incoming medical learners from other UK and overseas medical schools during the summer months.

Undergraduate Medical Education is an integral part of the Medical Education Department at UHMBT. Alongside our core administrative team, we have a dedicated clinical team led by the Director of Undergraduate Medical Education, comprising undergraduate lead clinicians, teaching fellows, clinical skills and nursing, midwifery and pharmacy educators all providing targeted support throughout the Trust in all areas of the curriculums. Together we strive to ensure quality education and training for our medical learners. By working closely with our clinical teams, we are able to identify the best learning opportunities and experiences for our students so that we can meet curriculum requirements, whilst also meeting the Trust's high standards of patient care.

The [**GMC standards for education and training**](#) set mandatory requirements for the support and development of medical learners, trainees, trainers and local faculty. In undergraduate medical education at UHMBT, we strive to embed these standards within our organisational

culture along with the [Health Education England quality standards](#) for healthcare learners.

Continued Professional Development, Revalidation and Appraisal

Continued Professional Development (CPD) for our Consultant colleagues is supported and encouraged by the Trust, within funding, time, and facilities available.

Medical Revalidation is the process by which the General Medical Council (GMC) confirms the continuation of a doctor's licence to practise in the UK, provides greater assurance to patients, the public, employers and other healthcare professionals that licensed doctors are up-to-date and fit to practise. It is a key component of a range of measures designed to improve the quality of care for patients.

The Trust fully supports the GMC's Revalidation agenda, and we have a dedicated Appraisal & Revalidation Support Team who support the coordination of Revalidation and medical appraisal activity, providing personalised support for all Specialists, which includes the facilitation of 360° multi-source feedback, providing advice and guidance on completing appraisal documentation and sourcing evidence.

A mentoring programme is in place for Consultants at the Trust and newly appointed Consultants are routinely offered a mentor in line with Royal College and GMC requirements.

PART 2
JOB DESCRIPTION

Job Title	Consultant in Haematology
Grade	Consultant
Programmed Activities (PAs)	12 PAs
Care Group	Medicine Care Group
Work Base	Royal Lancaster Infirmary
Tenure	Permanent
Operationally Accountable to	Chief Operating Officer through the Clinical Director
Professionally Accountable to	Executive Medical Director
Key Working Relationships	Clinical Director ADOP ADON Clinical Service Manager Professional Leads Consultant and Senior Medical Staff Doctors in Training / LEDs Nursing Staff Allied Health Professionals

DIVISIONAL STRUCTURE

A Care Group structure operates within the Trust and there are six Care Groups led by a Management Team including a Clinical Director, Associate Director of Nursing, Associate Director of Operations, Finance Business Partner, and HR Business Partner. The Care Groups are Community Services, Clinical Support Services, Women's & Children's, Medicine, Surgery and Critical Care.

Our Management Team comprises:

Dr Paul Smith	Clinical Director
Dr David Howarth	Clinical Lead
Bongi Gbadebo	ADOP
Mel Woolfall	ADON
Keri Gee	Clinical Service Manager
Andrew Muir	Finance BP

Geoff Cass	HRBP
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Main Duties & Responsibilities

The Department

Dr David Howarth Consultant Haematologist – full time General Haematology / Clinical Lead Based across all three sites – Lancaster, Kendal, Barrow

Dr Thet Oo Consultant Haematologist – full time General Haematology Based in Lancaster and Kendal

Dr Ei Htwe Consultant Haematologist – 9.5PAs General Haematology Based in Lancaster

Dr. M. Baig Locum Consultant Haematologist (NHS) – full time General Haematology / Coagulation Disorders. Taking CESR. Based in Barrow and Lancaster.

Dr C. Obieze Specialty Doctor – full time General Haematology Based in Lancaster and Kendal

Dr Amey Panchal Specialty Doctor - full time General Haematology Based in Barrow

Sr J. Bethell Clinical Nurse Specialist – 35 hours General Haematology Based in Lancaster and Kendal

Sr K. Kelton Clinical Nurse Specialist – 27 hours General Haematology Based in Lancaster and Kendal

Sr J. Holroyd Clinical Nurse Specialist – 26.5 hours General Haematology Based in Lancaster

Sr J. Sullivan Clinical Nurse Specialist – 30 hours General Haematology Based in Lancaster

Sr S Quirk Clinical Nurse Specialist – 35 hours General Haematology Based in Barrow

Sr L. Mohan Clinical Nurse Specialist – 22.5 hours General Haematology Based in Barrow

A third clinical nurse specialist is to be appointed to the Furness site. The job is currently out to advert. There are three secretaries who work across the trust.

The Post

The post is that of a Consultant Haematologist to the Trust providing full clinical care of patients with blood disorders including Haematological malignancy, specialist advice on all aspects of haematology to

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colleagues, both within the Trust and Primary Care, and providing clinical support for the laboratories at the Royal Lancaster Infirmary and Furness General Hospital. The appointee will be based at RLI however they can work flexibly across the sites and will be involved in running clinics and provide on-call cover for all hospitals.

A WTE consultant would typically attend 3 outpatient clinics per week. They are general haematology clinics, but each consultant would have a sub-specialist interest. Each clinic would last 4 hours. There would typically be 2 new patients (30 mins each) and 12 follow ups (15 mins per patient) All clinics occur within the respective oncology units within the three sites. All clinics are within close proximity to the chemotherapy giving areas.

General

1. In conjunction with Consultant and Senior colleagues, to provide a service in Haematology with responsibility for in-patients and outpatients.
2. In conjunction with Consultant and Senior colleagues, to play a full part in the out-of-hours On-Call service for the department. This includes being on-call for telephone advice and major incidents.
3. To provide cover for Consultant and Senior colleagues in respect of periods of leave.
4. In conjunction with Consultant and Senior colleagues, to take part in medical audit and research as appropriate.
5. In conjunction with Consultant and Senior colleagues, to ensure that the requirements of clinical governance are met.
6. To ensure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.

Junior Medical Staff

7. In conjunction with Consultant and Senior colleagues, to play a full part in the professional supervision and management of junior medical staff.
8. In conjunction with Consultant and Senior colleagues, to take responsibility for and devote time to teaching, examination and accreditation duties as required for junior medical staff.

Management & Service Development

9. In conjunction with the Divisional Senior Team, to take an active role in the management of the Division.
10. In conjunction with the Divisional Director, Consultant & Senior colleagues, to play a full part in developing & implementing new ways of working in line with modernisation principles that are fit for the future.

11. In conjunction with Consultant and Senior colleagues, to take responsibility for the best use of departmental staffing and other resources to ensure the maximum efficiency of the department.
12. To observe the Trust's agreed policies and procedures, in particular in relation to managing staff, and to follow the Trust's Standing Orders and Standing Financial Instructions. These policies and procedures have been drawn up in consultation with the profession on clinical matters.

Clinical Governance

13. In conjunction with Consultant colleagues, to ensure that the requirements of clinical governance are met.

Any Other Duties

14. Any other duties as deemed appropriate.

PART 3 - TIMETABLE

This is an outline timetable, the exact detail will be discussed and agreed with the successful candidate.

Day	Time	Brief Description of Programmed Activity	DCC (in PAs)	SPA (in PAs)	ANR (in PAs)	Location
Monday	AM	Admin Clinical Ward Work	0.25 1			RLI
	PM	Pathology Blood Transfusion	0.5 0.5			RLI
Tuesday	AM	Admin OPD clinic	0.25 1			RLI
	PM	MDT	1			RLI
Wednesday	AM	Pathology OPD Clinic	0.25 1			RLI
	PM	Clinical Ward Work Admin	0.5 0.5			RLI
Thursday	AM	Travel to Kendal SPA	0.125	1		WGH
	PM	OPD Clinic Travell to Lancaster	1 0.125			WGH
Friday	AM	Pathology Clinical ward Work	0.5 0.5			RLI
	PM	Admin SPA	0.5	0.5		RLI
Saturday	AM					
	PM					
Sunday	AM					
	PM					
PA allocation for predictable & non-predictable oncall (if applicable)			1			
Total Number of Programmed Activities			10.5	1.5		

On-call frequency	1 in 5/6	Category	B	Supplement Payable	5%
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This draft timetable has been constructed in accordance with the Consultant Contract (England) 2003 and is compatible with existing job plans, but open to change in accordance with colleagues' responsibilities to ensure the delivery of a rounded service.

Subsequent job plans and timetables will be agreed annually with the Clinical Lead.

(DCC = Direct Clinical Care; SPA = Supporting Professional Activities; ANR = Additional NHS Responsibilities)

PART 4

CONDITIONS OF EMPLOYMENT

Terms and Conditions of Service

The successful appointee will be employed by the University Hospitals of Morecambe Bay Foundation Trust subject to the National Terms and Conditions as per the Consultant Contract (England) 2003 as amended from time to time. This job description is not exhaustive and may be updated from time to time, with consultation, as the needs of the service dictate. A Joint Local Negotiating Committee is in place and any revised Terms and Conditions will be negotiated within that Committee.

Tenure

The appointment is a substantive, [full / part time] position which, unless terminated, will be held until retirement (permanent only). The notice period is three months on either side. The appointment is subject to the provisions of Schedule 14 of the TCS.

Salary

The salary scale is that of the Consultant Grade and the current scale is £93,666 rising to £126,281 per annum (2023/24 rates) for 10 programmed activities per week. Any agreed extra programmed activities and on-call requirement will be paid in addition to the basic salary.

Pay progression will be on the anniversary of appointment and is subject to satisfactory participation in annual appraisal, the completion of a job plan review and agreed personal objectives as set out in Schedule 15 of the TCS.

Starting salary will be determined according to the TCS. Where a candidate has service, in or outside the NHS, which could be considered in determining the starting salary, this will be considered following the offer of appointment.

Annual Leave

The annual leave entitlement is 32 working days per annum rising to 34 days on completion of 7 years' consultant service. In addition, there is an entitlement to 8 days Public Holiday per annum. Personal leave years will run from the anniversary of appointment date. At least six weeks' notice is required before taking annual leave.

Study Leave

Study Leave entitlement is at the rate of 30 days over a 3-year rolling period. At least six weeks' notice is required before taking study leave.

Superannuation

This post is superannuable under the NHS Pension Scheme for the main contract only. Additional Programmed Activities are not superannuable.

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Registration

Candidates must have full and specialist registration and a licence to practise with the GMC or be eligible for specialist registration within six months of date of interview. Specialist registration can be awarded by a Certificate of Completion of Training (CCT) or through the Portfolio Pathway (formerly CESR). Individuals using the Portfolio Pathway route, who wish to apply, must have submitted their application to the GMC at time of interview.

Residence

The post-holder will reside within a distance of 30 minutes or ten miles by road from their designated base hospital and will ensure clear arrangements are in place to be contacted immediately when on call.

Travelling Expenses

Travelling expenses are paid in accordance with the TCS where interviews are held face-to-face.

Potential applicants wishing to visit the Trust will be reimbursed for two preliminary visits (one informal visit prior to application and one for the formal visit before interview) plus actual interview expenses. If a post is offered and subsequently refused, expenses will not be reimbursed.

Interviewed candidates travelling from outside the UK (this includes Eire) will be entitled to travelling and subsistence expenses but only in respect of the journey from the point of entry in the UK to the interview location.

Relocation Expenses

Relocation expenses are paid in accordance with Trust Policy, a copy of which is available on request.

Car Parking

Car parking is available, and it is the condition of employment that all employees who use these facilities purchase a car permit and pay the required fee.

Pre-employment Checks

Pre-employment checks, in line with NHS Employers Pre-employment checking standards (including right to work, verification of identity, disclosure and barring, references and health screening) must be carried out to the satisfaction of the Trust before an offer of employment is confirmed.

Private Practice

All Consultants employed by the Trust are required to comply with the arrangements for undertaking Private Professional Services, in line with Schedule 9 of the TCS, and the Code of Conduct for Private Practice.

Confidentiality

The Trust is fully committed to encouraging its staff to freely contribute views on all aspects of health service activities, especially those on delivery of care and services to patients. However, you shall not, either during or after the end of your employment (however it is terminated),

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divulge to any unauthorised person confidential information relating to the Trust. This includes, but is not limited to, information covering patients, individual staff records, industrial relations, financial affairs, contract terms and prices or business forecasts.

Your obligations of confidentiality under this clause shall not prevent you from raising genuine concerns about healthcare, or a belief that criminal conduct, breach of a legal obligation, health and safety breaches or damage to the environment has been, is being, or is likely to be committed, or any information tending to show any of the above has been, is being, or is likely to be, deliberately concealed, provided that such disclosure is made in good faith and in accordance with the provisions of the Public Interest Disclosure Act 1998 and the Trust's Policy on Raising Concerns - Whistle Blowing Policy, a copy of which is available from People Services or the Intranet.

Safeguarding & Protecting Children

Everyone shares responsibility for safeguarding and promoting the welfare of children and young people, irrespective of individual roles. As a senior clinician you will need to be aware of your responsibility in relation to safeguarding and protecting children. You will be expected to provide effective leadership in ensuring safeguarding children is a priority within all service delivery and developments.

Equal Opportunities

The Trust is pledged to equal opportunities for all and is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, age, race, colour, sexual orientation, creed, nationality, ethnic or national origin or disability. We promote flexible working opportunities wherever possible to enable staff to balance their work with their private lives.

Environmental sustainability – net zero carbon

University Hospitals of Morecambe Bay NHS Foundation Trust are committed to sustainable development, social value and achieving the NHS Net Zero Carbon reduction targets. All employees must play their part and adhere to the principals in the Green Plan, this will ensure our services are efficient, sustainable and carbon emissions are reduced. As an employee you will be expected to conserve energy / water, minimise wastage in all formats, actively promote biodiversity and use sustainable transport whenever possible.

- **Energy:** Switch off non-essential electrical equipment and lighting when not in use. Report heating issues such as when buildings are too hot or too cold to the Estates Team.
- **Water:** Do not leave taps running and report all drips, leaks, and condensation issues to the Estates Team.
- **Waste:** Follow the Trust waste policy – Reduce – Reuse – Recycle. Do not over order equipment or medicines. Healthcare waste must be disposed of in line with the Trust's Waste Management policy.
- **Biodiversity:** Enhancing biodiversity has a wealth of positive outcomes for our colleagues, services users and the environment. Think of your site, can an area be improved to have a quality green space, specific planting for habitat improvement or the installation of a couple of bird boxes? Contact the Estates Team for further details.

- **Transport & Travel:** Where possible lift share, cycle, walk or use public transport.

Health & Safety

The Health and Safety at Work Act stipulates that it is the responsibility of each employee to observe all rules governing safety and conduct and, as such, safety equipment and Personal Protective Equipment provided must be used.

Infection Control

The Trust is committed to protecting the health of all staff, patients and visitors to the Trust. As such all staff is personally responsible for compliance with all Trust and department infection prevention and control policies.

Manual Handling

The post holder will be provided with adequate training in correct lifting techniques by a recognised lifting instructor.

No Smoking Policy

A No Smoking Policy operates across all Trust sites.

Quality of Service

The trust is committed in its use of available resources to obtaining the best possible service for patients and staff. The Post holder must share this objective and seek to maintain and improve the quality of service provided.

Training & Development

Maintain your professional standards in respect of education and training and ensure that you are aware of your specific area specialty training and needs analysis.

PART 5

APPLICATIONS & VISITING THE TRUST

Further information and visiting the Trust.

The Trust welcomes applicants who wish to seek further information or visit; please contact the following to arrange a visit or for an informal discussion:

Name	Post	Contact Details
Dr David Howarth	Clinical Lead	01524583753 david.howarth@mbht.nhs.uk
Bongi Gbadebo	Associate Director of Operations	Bongi's PA 07787290559 medicine.bsurequests@mbht.nhs.uk
Dr Paul Smith	Clinical Director	Dr Smiths PA 07787290559 medicine.bsurequests@mbht.nhs.uk
Miss Jane McNicholas	Chief Medical Officer	01539 716666
Mr Aaron Cummins	Chief Executive	01539 716695

Application

Candidates should complete the required application form on TRAC; further information on the recruitment and interview process can be obtained from:

**Medical Recruitment
Medical Workforce
Furness General Hospital
Dalton Lane
Barrow-in-Furness
Cumbria, LA14 4LF**

E-mail: medicalworkforce@mbht.nhs.uk

You are requested to provide details of at least 3 referees, **one of which must be your current or most recent Responsible Officer or Medical Director**. References will be taken up if you are successful at interview unless you have specified otherwise.

PART 6

CONSULTANT IN HAEMATOLOGY PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
Educational Qualifications	<p>Full registration and a licence to practise with the GMC.</p> <p>Specialist Registration, or within 6 months of award at time of interview.</p> <p>Accredited specialist in Haematology (or within 6 months of gaining CCT) or equivalent</p> <p>MRCP or equivalent MRCPATH (Haematology)</p>		CV
Experience	<p>Experience in managing acutely unwell general medical patients / Core Medical Training</p> <p>Broad training in all aspects of clinical and laboratory haematology</p>		CV Interview
Ability/skills	Basic IT literacy		CV Interview
Research and Audit	Evidence of audit and the implementation of change following the audit	Relevant research published in peer review journal	CV Interview
Education and Teaching	Experience in teaching undergraduate and postgraduate students and doctors		CV Presentation Interview

Management Skills	Demonstrate effective team working skills. Time management/organisational ability.		Interview CV Examples for be given at Interview
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	Proven knowledge of systems and process of NHS or equivalent Sense of understanding and commitment to corporate responsibility		
Leadership*	An understanding of and ability to demonstrate your ability to: <ul style="list-style-type: none"> • Empower others. • Lead through change • Influence strategically • Collaborative working • Drive for improvement • Integrity 		Interview Application
Other	Demonstrate innovation and problem-solving abilities.		CV Interview

***Leadership Definitions**

- **Empowering others** – striving to facilitate others’ contributions and to share leadership, nurturing capability, and long-term development of others.
- **Leading change through people** – communicate the vision and rationale for change and modernisation and engaging and facilitating others to work collaboratively to achieve real change.
- **Effective and strategic influencing** – being able and prepared to adopt a number of ways to gain support and influence diverse parties, with the aim of securing health improvements.
- **Collaborative Working** – being committed to working and engaging constructively with internal and external stakeholders.
- **Drive for improvement** – a deep motivation to improve performance in the health service and thereby to make a real difference to others’ health and quality of life.

- **Political astuteness** – showing commitment and ability to understand diverse interest groups and power bases within organisations and the wider community, and the dynamic between them, so as to lead health services more effectively.
- **Personal Integrity** – a strongly held sense of commitment to openness, honesty, inclusiveness, and high standards in undertaking the leadership role.