



**Liverpool University Hospitals**  
NHS Foundation Trust

Liverpool University Hospitals NHS Foundation Trust

# **Consultant Haematologist (Non-Malignant Haematology)**



LIVING OUR VALUES



## **Appointment**

Liverpool University Hospitals NHS Foundation Trust is seeking to appoint a Consultant Haematologist to join our internationally recognised, forward thinking team at an exciting time for Haematology in Liverpool.

This is new, full time (10 programmed activities) post for a Consultant Haematologist in Non-Malignant Haematology, working across Liverpool University Hospitals NHS Foundation Trust. Whilst we are particularly keen to hear from applicants with an interest in Haemostasis & Thrombosis, there is scope for the appointee to develop or further a specialist interest in any of the areas we provide services.

Applicants are required to be fully registered with the General Medical Council with a license to practice, and have listed on the Specialist Register (or due to be registered within 6 months of interview).

Any applicant who is unable for personal reasons to work full-time will be eligible to be considered for this post. If such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust.

Further details of the post follow and include:

1. General Information about the area
2. General information about the Trust
3. Description of Haematology Services at Liverpool University Hospitals NHS Foundation Trust
4. Job Plan and Appointee's Role.
5. Arrangements to visit the Trust.
6. Person Specification

## **1. North West England, The City of Liverpool, Sefton Borough and their Environs**

Already boasting a worldwide reputation thanks to football and music, Liverpool's time as European Capital of Culture in 2008 has led to a new sense of confidence. Building on this success, this cosmopolitan city is attracting investment and offering a bright, positive outlook. Recent developments include the Liverpool One retail area and an 11,000-seater arena which has brought international entertainment names back to the city.

From the wide, flowing Mersey to the countryside and beaches beyond the suburbs, Liverpool sits at the centre of a vast area of beauty, culture and entertainment.

Liverpool's waterfront, home to the iconic Three Graces, Albert Dock and Pier Head, has UNESCO World Heritage Site status. The architecture is world-class, with more listed buildings than any city outside London, and two cathedrals which are major attractions in their own right - the Anglican Cathedral and the Metropolitan Cathedral. Tate Liverpool offers displays of international and contemporary modern art, while the city has eight national museums. The waterfront Museum of Liverpool opened in 2011. Four theatres offer a range of contemporary, classic and touring productions, and the city's Philharmonic Orchestra is nationally-acclaimed.

The city is well-served by air (Liverpool John Lennon Airport and Manchester Airport, offering both budget and long-haul flights), rail, coach, ferry and excellent motorway links. There is easy access to the national parks, North Wales, the Peak District, the Lake District, as well as to the coasts of Lancashire and North Wales. For information on travel please contact the Liverpool City Tourist Information Centre on 0151 233 2008 or [www.visitliverpool.com](http://www.visitliverpool.com)

There are excellent schools for all genders, including a variety of denominational schools in the private and state sector.

Excellent housing in pleasant suburbs near the sea and in rural areas is easily available, the cost of which is rather less than the national average.

The University Medical School and the Liverpool Medical Institution are just next to the hospital, making the Trust easily accessible for undergraduate and postgraduate rotations. The city has a good transport infrastructure.

### **The Knowledge Quarter Liverpool**

The Knowledge Quarter Liverpool (KQ Liverpool) brings together the city's key partners to collaborate in a creative environment and close the economic gap with London. To do this KQ Liverpool sets out to create and promote the dynamic and innovative industries operating within The Knowledge Quarter. KQ Liverpool is already home to some of the world's most influential players in science, health, technology, culture and education and with over £1bn of new developments in the pipeline. To support the growth of new innovative businesses KQ Liverpool intends to support programmes that invest in the 54,000 students that study in the city and reposition Liverpool at the forefront of global innovation. The new Northern base for the Royal College of Physicians (the Spine) is due to open in 2021 across the road from the Royal Liverpool Hospital.

KQ Liverpool is home to the largest cluster of science, health, education, digital and cultural minds in the region and is therefore one of the best places in the UK to start or grow a business. The new Royal will play a huge part in this growth.

To find out more about the Knowledge Quarter visit the website at [www.kqliverpool.co.uk](http://www.kqliverpool.co.uk).

## **The Liverpool Health Campus**

The location of the Liverpool Health Campus in the centre of the city's Knowledge Quarter encompasses the University of Liverpool, the Royal Liverpool Hospital, Clatterbridge Cancer Centre, the Liverpool School of Tropical Medicine, 2Bio and the Liverpool Science Park.

The Health Campus provides for a concentration and co-location of research, industry and healthcare provision collaborating in health related research and clinical trials, enabling Liverpool to become a centre of global excellence in biomedical sciences.

Liverpool University Hospitals NHS Foundation Trust is one of the largest university teaching trusts in the North West of England. It is comprised of the Royal Liverpool University Hospital, Aintree University Hospital the Liverpool University Dental Hospital and Broadgreen Hospital.

As a centre of excellence for research, development and innovation, Liverpool University Hospitals NHS Foundation Trust has long standing partnerships with the University of Liverpool, Liverpool John Moores University and the Liverpool School of Tropical Medicine.

More information about the Liverpool Health Campus can be found at [www.liverpoolhealthcampus.com](http://www.liverpoolhealthcampus.com).

## **2. Liverpool University Hospitals NHS Foundation Trust**

At Liverpool University Hospitals, we realise that our people are our greatest asset. In order to provide the very best patient care and experience we need to ensure that we have the best people, who feel supported and empowered to do their job well. By choosing a career at LUHFT you can be sure that you will be joining a team of friendly, supportive staff who are dedicated to delivering our common purpose of getting it right for every patient every time. We are committed to providing a working environment that supports our staff and promotes engagement, progression and development. In return for you bringing your skills and commitment, we offer an environment where you can not only contribute to improving services and deliver world class care but will supported in fulfilling your role and progressing your career in the NHS.

Liverpool University Hospitals NHS Foundation Trust provides general acute health care to the population of Liverpool, South Sefton and surrounding areas, and also works with a range of partners to provide services in the community. Liverpool University Hospitals are the major teaching hospitals for the University of Liverpool and its tertiary centres provide specialist services to a much wider population in excess of 1.5 million in Merseyside, Cheshire, South Lancashire, North Wales and the Isle of Man employing more than 12,000 staff. Liverpool University Hospitals was formed following the merger of Aintree University Hospital NHS Foundation Trust and The Royal Liverpool and Broadgreen Hospitals NHS Trust on 1 October 2019. Liverpool University Hospitals NHS Foundation Trust is rated good by the Care Quality Commission (CQC).

LUHFT serves a varied population which has some of the most socially deprived communities in the country, with high levels of illness. Merseyside has some of the worst rates for heart disease and cancer in the UK, and has also been associated with a culture among patients of low empowerment over their health.

LUHFT is a large acute hospital trust providing Accident & Emergency services (including the regional major trauma receiving centre) and a wide range of acute and non-acute specialties, in addition to outpatient and day surgery services. LUHFT's services are managed through Care Groups within five main Divisions – Acute and Emergency Medicine; Specialist Medicine; Surgery; Anaesthetics, Critical Care, Head and Neck and Theatres (ACHT); and Clinical Support Services. There are plans underway for re-alignment of services following the merger and formation of LUHFT which will comprise a re-organisation of gastroenterology services to provide a single team supporting all hospital sites.

The University of Liverpool's School of Clinical Sciences has a major presence at LUHFT, in almost all clinical disciplines. The trust is a recognised centre for multidisciplinary health research and enjoys strong relationships with the University of Liverpool, Edge Hill University, Liverpool John Moores University and other NHS Trusts. The Trust is a core member of Liverpool Health Partners, the Cheshire & Merseyside Academic Health Sciences System.

LUHFT is the Major Trauma Centre in Cheshire and Merseyside. At the Aintree site, a link bridge has been created to the adjacent Walton Centre to support the swift transfer of patients with head and spinal injuries. A £20 million programme was undertaken to create state-of-the-art Urgent Care and Trauma facilities. LUHFT invested £100 million in the site since 2006, including creating the Elective Care Centre to support the transfer of day surgery and outpatients from the former Walton Hospital. In addition, the new Royal Liverpool Hospital opened in 2022 adjacent to the recently opened Clatterbridge Cancer Centre – Liverpool.

LUHFT is increasingly working closely with other NHS organisations and GPs, and, in partnership, provides a range of services including the regional weight management and community alcohol management services.

## **Education, Teaching and Research**

Liverpool University Hospitals NHS Foundation Trust has a strong commitment to and an excellent reputation for teaching and research, providing facilities for Undergraduate and Postgraduate clinical teaching and research for the University of Liverpool, with which there is a close relationship. The Trust makes a major contribution to the teaching and training of medical students and postgraduate doctors.

The strong links with the University of Liverpool have been forged consistently over the past few years, as the Trust's academic base has developed and strengthened. With the formation of Liverpool University Hospitals NHS Foundation Trust, there is a desire to continue to increase our academic output and consolidate research output from the Liverpool health sector. There are a number of academic positions within the gastroenterology care group, with two university-based professors, one reader and a number of consultants with honorary university contracts.

Medical Education is led by Dr Simon Mercer, Associate Medical Director and Dr Rachael Ellks, Director of Medical Education. They are supported by Clinical Tutors, Local Foundation Programme Directors, Royal College Tutors and administrative staff. The Department with its forward looking and innovative approach to medical education has an excellent reputation for the delivery of undergraduate and postgraduate education programmes. It always receives very positive reports and feedback during annual assessment visits and is praised for its pastoral support. LUHFT is one of the main undergraduate teaching sites for the University of Liverpool. It supports clinical attachments from years 2 and above and in all manages in excess of 3000 student weeks. A varied programme of lectures and seminars in a wide variety of specialties is organised by the Department of Education and these are well supported by Hospital medical staff. There are monthly clinical Grand Rounds, and Clinical Audit meetings are held regularly.

There are a number of educational resources on all sites, with education centres and libraries available to all staff.

Remote access to the information system is available outside opening hours at designated locations within the hospital.

## Our Values



### WE ARE CARING

**We are kind to each other and always show compassion to ourselves and others**

- We are always **kind** and **compassionate** to ourselves, our patients, families and colleagues
- We **recognise** and **appreciate** each other, taking pride in working here and our contribution to success
- We are **professional** and always seek to deliver the best standards of care



### WE ARE FAIR

**We treat people equitably and value their differences**

- We value **everyone** for their unique contribution and we embrace diversity
- We are confident in **speaking up** and we support all our colleagues to do the same
- We are **open** and **honest**



### WE ARE INNOVATIVE

**We work as a team to continuously improve the way we deliver and transform health care**

- We **continuously improve** the services we deliver and pioneer new ways of doing things
- We **learn from mistakes**, striving to ensure we get things right first time
- We **create and share knowledge** with each other, patients and our professional communities

### **3. Haematology Services at Liverpool University Hospitals NHS Foundation Trust**

#### **Clinical Haematology**

It is an exciting time for Haematology in Liverpool. The merger of the Royal Liverpool and Broadgreen University Hospitals NHS Trust and Aintree University Hospital NHS Foundation Trust has accelerated the need for change in services, alongside a reconfiguration of Haemato-Oncology services across the city. The service has received the full support of the Executive Team and Board to develop a patient-centred, safe and sustainable service that provides world class care.

Haemato-Oncology services transferred from the Acute Providers to Clatterbridge Cancer Centre NHS Foundation Trust management in a phased manner between 2017 and 2022. All Haemato-Oncology services (including cellular therapies are now provided by Clatterbridge Cancer Centre, based in the Cancer Centre adjacent to the Royal Liverpool Hospital.

Liverpool University Hospitals NHS Foundation Trust is the main provider of Clinical (non-malignant) Haematology services to Merseyside/Cheshire. The Department of Clinical Haematology (known as “Haematology Liverpool”) hosts regional referral centres for Coagulation Disorders, Haemoglobinopathies and supra-regional services for Thrombotic Microangiopathies, in addition to providing community anticoagulant services and secondary care Haematology services (including General Haematology) to the population of Liverpool and Sefton.

The service has received numerous accolades over the years, including the NHS Northwest Leadership Academy Prize for Outstanding Clinical Team in 2016 and the Anticoagulant Achievement Awards accolade for Best on-going management of thrombosis by a community based or primary care service in 2018. The TTP service won the Trust’s Patient Choice Award in 2017 and was runner-up in the Patient Experience National Award in 2016. The centre provides the infrastructural basis for the UK Haemophilia Centre Doctors’ Organisation (UKHCDO)-accredited Comprehensive Care Centre. The centre is also in the first wave of recently accredited European Haemophilia Comprehensive Care Centres. In addition to expertise in complex bleeding disorders, we provide regional specialty services for patients with thrombotic disorders, including North Wales and Cumbria.

Multidisciplinary Team meetings are held weekly, and the service is in the process of developing a regional MDT for Specialist Non-Malignant Haematology.

#### **Outpatient Clinics**

The service operates a number of outpatient clinics. These are currently being redesigned and provides the successful applicant with opportunities to develop a focus in one or more of these areas. The majority of clinics are currently delivered on the Royal Liverpool site however this is expected to change, with clinics delivered on the Aintree site in addition. The clinics we currently provide include:

- Haemophilia/Bleeding Disorders
- TMA
- Haemoglobinopathy
- Complex Anticoagulation/Thrombosis (including specialist Cancer Associated Thrombosis, Antiphospholipid Syndrome and Inherited Thrombophilia clinics)
- Specialist Immunohaematology
- Joint Obstetric Haematology (Liverpool Women's Site)
- General Haematology

### **Inpatient Management**

As services reset following the COVID pandemic, the service is redeveloping a bed-base in advance of the move to the new Royal Liverpool Hospital where we will have dedicated beds on the 8<sup>th</sup> floor. The successful applicant will be expected to work with the consultants, trainee doctors and nursing team to develop this to provide first class care for our inpatients.

Our inpatients are supported by a Lead Nurse for Inpatient Haematology in addition to a skilled specialist nursing and pharmacy workforce.

### **Day Unit**

Day Care facilities are delivered through the Roald Dahl Centre (including walk in attendances) in addition to the Medical Day Ward where Haematology provides a leadership role. The day ward delivers a full range of day case procedures including blood component administration, administration of cytotoxics and immune therapies, infusions, and support for bone marrow examinations.

Therapeutic Apheresis services (plasma exchange and red cell exchange) are provided by NHS Blood and Transplant, with whom the service has a close working relationship. Outpatient procedures are undertaken in their dedicated Apheresis Unit on the Royal Site. Arrangements are in place for 24/7 availability for emergencies.

### **Research, Development and Innovation**

The Haematology Liverpool has a track record of commitment and achievement in clinical research. The Centre hosts a flourishing cumulative portfolio of over 20 NIHR portfolio trials and has led recruitment consistently in the Northwest. CRN NWC is in the top 5 CRNs nationally and the Roald Dahl Centre lead recruitment nationally for the NIHR Bioresource Rare Disease. The Centre has dedicated clinical research nursing and data administrative support and patients have access to a huge diversity of commercial and non-commercial clinical studies spanning rare and complex disease. Clinical research is a focus of Roald Dahl Centre activity evidenced by multiple awards in this area for Researcher/Research Site of the year from the Royal College of Physicians, BSH, NIHR and NWC Research and Innovation.

The LUHFT Directorate of Haematology has close links with the University of Liverpool. Ongoing research in Thrombosis & Haemostasis is affiliated to the Institute of Infection and Global Health are summarised below. It is expected the new consultant will make an active

contribution to the research activity within the sub-specialities provided by the Roald Dahl Centre and take forth clinical studies within the areas covered by the service.

#### Vascular & endothelial biology

- Coagulation cross-talk with Inflammation & Innate Immunity
- Histones, neutrophil extracellular traps and cell death
- C reactive protein and very low density lipoprotein

#### Translational research

- Critical care biobanking
- Assay and point of care device development in sepsis

#### Clinical Research

- Participation in Multinational and National Trials
- Established links with CRN and CRF – one of two UK Phase 1 accredited Clinical Research Facilities

### **Education**

The service prioritises Education and Learning for all members of the team. There is a monthly education programme including invited external speakers, and the service is about to launch a comprehensive education programme for the non-medical workforce. The Centre hosts annual national/regional educational events e.g. Obstetric Haematology Study Day, Haematology for Emergency and Acute Medicine, TMA Preceptorship, Patient engagement events and actively collaborates with relevant specialities: Critical Care, A&E to deliver regional education. The Centre leads the NIHR Trainee Programme for the North West and supports trainees, nursing team and laboratory team members to present and publish their work.

### **Laboratory Haematology**

All the pathology services for patients in RLUH are provided by Liverpool Clinical Laboratories (LCL - [www.liverpoolcl.nhs.uk](http://www.liverpoolcl.nhs.uk)). LCL was established in April 2013 as a multidisciplinary NHS pathology service, jointly owned by the Royal Liverpool and Broadgreen University Hospitals and University Hospitals Aintree, to provide high quality diagnostic and autopsy services for the population of North Merseyside as well as specialist pathology services for Merseyside, Cheshire and the surrounding region. LCL now forms part of Liverpool University Hospitals NHS Foundation Trust. There are 3 clinical directorates with LCL (each with its own clinical director):

- Blood Sciences – consisting of Haematology, Transfusion, Biochemistry and Stem Cell Lab / Processing. LCL also hosts the regional Haemato-Oncology Diagnostic Service (HODS). The Blood Sciences directorate is UKAS accredited.
- Infection and Immunity – consisting of Medical Microbiology, Virology, Immunology and Histocompatibility Testing and Immunogenetics (Transplant Immunology)
- Cellular pathology – provides histopathology, cytology and molecular pathology services as well as mortuary and bereavement services

All the laboratory facilities are available on site at the Royal Liverpool University Hospital, with laboratory services available on the Aintree and Broadgreen sites. All laboratories are now part of the Pathology Modernisation Programme.

The on-site haematology laboratories (UKAS Accredited in September 2018) provides a comprehensive general and specialist haematology tests (including specialist coagulation assays) and provides a rapid turnaround for routine full blood counts and coagulation screens. The service is fully supported by the Trust IT department with a dedicated laboratory computer system. All results are distributed electronically by an ICE system.

Blood transfusion laboratories for Liverpool Clinical Laboratories (RLUH, LHCH, UHA and LWH) come under single management. All laboratories have UKAS Accreditation (September 2018) and are registered and are compliant with MHRA standards. All laboratories participate in the UK-NEQAS BTLP external quality assurance scheme. All laboratories report and investigate all incidents and those requiring escalation are reported to the MHRA (SABRE) and to SHOT. The laboratory manages the Trust's electronic blood tracking system and has now commenced a project to introduce an electronic positive patient identification system to deliver safer bedside phlebotomy and a computerised bedside checking of issued components.

The laboratories are nationally regarded and have representation at SHOT Steering and Working Expert Group Committees, SHOT Project Committee for the introduction of a single adverse event/reaction reporting group, National Blood Transfusion Laboratory Managers Committee, UK-NEQAS Steering Committee, UK-NEQAS Scientific Advisory Group for testing to support ABO-incompatible solid organ transplant, Blood Stocks Management Scheme Steering Committee, National Blood Transfusion Committee's Education Group and the British Blood Transfusion Society Scientific Interest Group.

Haematology and Transfusion laboratory activity:

<b>Type of Activity</b>	<b>2020/21 Activity</b>
FBC	1,134,672
Coagulation Screen	89,069
Group and Screens	76,630
Red Cell Issues	45,476

## **Staffing**

### **Consultant Staff**

<b>Consultant</b>	<b>NHS FTE</b>	<b>Special Interest</b>
Dr David J Simcox	1.0	Clinical Director – Clinical Haematology Haemoglobinopathy, Thrombosis & Immunohaematology Obstetric Haematology Lead Transfusion Lead (Royal/Broadgreen/LCL)
Dr Tina Dutt	1.0	Thrombotic Microangiopathies & Thrombosis Research Lead SRG Lead CRN NWC
Dr Cathy Farrelly	1.0	Haemostasis Haemophilia Comprehensive Care Centre Director.
Dr Diana Triantafyllopoulou	1.0	General & Consultative Haematology Lead Haemoglobinopathy, Immunohaematology & Bleeding Disorders
Prof CH Toh	0.5	Professor of Haematology (University of Liverpool)

		Haemostasis & Thrombosis. Immediate Past-President – British Society of Haematology. Chair – National Blood Transfusion Committee
Vacant	1.0	Consultant Haematologist
Vacant	1.0	Consultant Haematologist
Prof. Imelda Bates (Honorary)	0.1	Professor of Tropical Haematology (Liverpool School of Tropical Medicine)
Dr Therese Callaghan (Honorary)	0.1	Transfusion Medicine and Apheresis (NHS Blood & Transplant)

### Other Key Staff

<b>Consultant</b>	<b>NHS FTE</b>	<b>Special Interest</b>
Dr Jim Gardner	1.0	Chief Medical Officer
Dr Eileen Marks	1.0	Responsible Officer
Dr Oliver Zuzan	1.0	Medical Director – Royal Liverpool University Hospital
Dr Mark Lawton	1.0	Divisional Medical Director
Mark Clark	1.0	Care Group Clinical Lead – Academic & Specialist Medicine
Ann Murphy	1.0	Operational Support Manager
Suzanne Lacey	1.0	Lead Nurse - Haematology

#### **4. Job Plan and Appointees Role**

The appointee, together with their colleagues, will have a commitment to the provision of Clinical and Laboratory Haematology services for Liverpool University Hospitals NHS Foundation Trust. In addition, other duties will include research, audit, management, attendance at meetings and continuing professional development. This is a 10 PA Job plan.

The post holder will work closely within an integrated, multidisciplinary team of doctors, nurses, pharmacists and scientists. The appointee will provide support to the Non-Malignant Haematology Service including participation in outpatient clinics, day case reviews, inpatient reviews and ward rounds and on-call activity. Specifically, this is will include:

- Outpatient Clinics – Specialist Non-Malignant Haematology (to be agreed based on area of interest of appointee) and General Haematology
- Medical Cover for Non-Malignant Haematology Inpatients including Daily Ward Rounds (alternating with colleagues)
- Medical Cover for Non-Malignant Haematology Day Case patients (alternating with colleagues)
- Satellite Clinics
- Multidisciplinary Team Meeting participation
- Medical Support for non-medical clinical services

A suggested job plan is shown below, however this will be negotiated based on the interests of the appointee and the needs of the service.

The appointee will be expected to provide Consultant cross-cover for annual/study leave and short-term sickness for other Consultants in the department on a rotational basis.

The Trust has robust Clinical Governance processes and the department aims to foster this through the local Governance framework. Audit is actively supported within the department and participation in regional and national audits is encouraged. Audit activity is coordinated by a member of the consultant team for the service, and links in to the Trust Clinical Effectiveness Programme. There is an allocated Effectiveness Coordinator for the Service.

The post holder will be expected to take at least one of the lead roles within the department (e.g. Clinical Governance, Audit, Education and Research). The exact role will be discussed with the post holder dependant on personal interest and service need. Time will be allocated within the Job Plan to support this role.

The appointee will be expected to participate in clinical audit and CPD, and in relevant quality assurance schemes and proficiency testing. The Trust supports the concepts of CPD, clinical audit and EQA, and encourages all consultants to participate in these activities by providing time and resources. The Trust provides financial support for CPD activities on application. These applications are reviewed at service and divisional level for approval.

The Trust has established postgraduate Medical Education facilities, including a library with access to online journals and other resources. Ongoing medical education activities include a weekly grand round.

The appointee will be expected to undertake both undergraduate and postgraduate multidisciplinary teaching, both inside and outside the Trust. The department has strong links with the University of Liverpool, and actively contributes to the undergraduate medical education programme.

The post holder will be required to take part in the organisations' Consultant appraisal programme. The Trust has a supportive and well-resourced revalidation department within the Medical HR department. The revalidation process is underpinned by the Trust's robust clinical governance systems. Supporting information such as clinical outcome data, significant events and complaints is made available to individual doctors prior to appraisal. The Trust has invested in an electronic appraisal portfolio system based on the Medical Appraisal Guide (MAG) form to assist in the appraisal process. Multisource feedback is arranged for each doctor as required. There are an adequate number of trained appraisers who are supported by an Associate Medical Director for Appraisal and Revalidation. Top-up appraiser training and training in multisource feedback facilitation is arranged on a regular basis for all appraisers.

The job plan will be reviewed on an annual basis as part of the departmental appraisal process. All job plans must be approved by the Divisional Director, and both a successful appraisal and a signed-off job plan are required for pay progression. In the event of a dispute, or where a job plan cannot be agreed with the departmental head(s), the matter is taken initially to the Divisional Director. If the issue cannot be resolved at this level, then the next step is to involve the Medical Director. In the rare case where the Medical Director cannot resolve the matter, the Trust Board will act as the final arbiter.

The Trust is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of medical colleagues (Chief Medical Officer, December 1996).

The appointee will be expected to share with Consultant colleagues in the medical contribution to management.

The appointee will be required to work within the financial and other Constraints decided upon by the Trust. Budgeting responsibilities will be undertaken where agreed. Additional expenditure will not be committed without the approval of the appropriate manager/budget holder.

The appointee will be required to undertake continuing professional development (CPD), facilitated by funded Study Leave.

The appointee will provide continuing responsibility for patients in their charge and in partnership with colleagues working for the proper function of the department.

The post holder may be required to undertake other duties appropriate for a consultant haematologist not otherwise specified.

### **Out of hours**

The appointee will participate in the out of hours service for Non-Malignant Haematology. This is currently a 1 in 4 (will increase with this appointment) rota at Category A, and is supported

by a middle grade on-call. The appointee will be available for clinical advice (including complex regional consultations) and review of patients as required in addition to undertaking ward rounds at the weekend when on-call.

### **Facilities for appointee**

The appointee will be provided with shared office accommodation. The appointee will be provided with a PC with access to appropriate clinical packages, the internet and e-mail access.

Secretarial support will be provided by the service Administration Team. The appointee will be allocated a medical secretary (shared with other Consultant staff).

## Indicative Job Plan

*Note – this job plan is indicative and will be negotiated dependant on the interest of the appointee.*

	<b>Morning</b>	<b>Site</b>	<b>PA</b>	<b>Afternoon</b>	<b>Site</b>	<b>PA</b>
<b>Monday</b>	Specialist* Clinic (1:2) Clinical Admin (1:2)	RLH N/S	0.5 DCC 0.5 DCC	Service MDT Meeting Governance Meeting (1:4) Personal Audit/CPD (3:4)	RLH RLH N/S	0.5 DCC 0.125 cSPA 0.375 cSPA
<b>Tuesday</b>	Laboratory Session (Reporting, EQA, Lab leadership)	RLH/AUH	1.0 DCC	Thrombosis Clinic	RLH/AUH	1.0 DCC
<b>Wednesday</b>	Thrombosis Team MDT and Reviews	RLH/AUH	0.5 DCC	Haemophilia MDT Daycare Reviews	RLH RLH	0.25 DCC 0.25 DCC
<b>Thursday</b>	Specialist* Clinic (1:2) Satellite Clinic (1:4)	RLH N/S	0.5 DCC 0.25 DCC 0.25 DCC	Ward Round/Ward Reviews	RLH	1.0 DCC
<b>Friday</b>	Core SPA	N/S	1.0 cSPA	Specialist* Clinic	RLH/AUH	1.0 DCC
<b>On-Call</b>	On-Call for Specialist Non- Malignant Haematology, to include weekend ward round (currently 1:4)		1.0 DCC			

NB – the nature of the ‘Specialist’ clinics will be negotiated on the basis of the interest of the applicant and needs of the service. These will/may include Thrombosis, Bleeding Disorders, TTP, Immunohaematology, Red Cell/Haemoglobinopathy and Liaison/Consultative Haematology.

RLH = Royal Liverpool Hospital;

AUH = Aintree University Hospital;

N/S = Not specified;

cSPA = Core SPA session

## **6. Arrangements to Visit the Trust**

Applicants or prospective applicants are encouraged to visit the Trust and meet prospective colleagues. Arrangements for visiting can be made with:

Ms Abby Ponsonby

Office Manager - Clinical Haematology

[Abby.Ponsonby@liverpolft.nhs.uk](mailto:Abby.Ponsonby@liverpolft.nhs.uk) or 0151 706 3392

## 7. Person Specification

Category	Essential	Desirable
<b>Qualification &amp; Training</b>	<p>Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC), 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>FRCPATH or equivalent</p> <p>MRCP or equivalent</p> <p>GCP certification</p>	<p>Higher degree of PhD or MD, by postgraduate thesis</p> <p>Relevant Certificate in communication</p>
<b>Clinical Experience</b>	<p>Broad experience of Non-Malignant Haematology including haemostasis, thrombosis, haemoglobinopathies and general haematology.</p> <p>Experience of clinical and laboratory haematology</p> <p>Experience of clinical audit and clinical research</p>	
<b>Management &amp; Administrative Experience</b>	<p>Insight into managing and leading clinical teams</p> <p>Experience and evidence of service improvement</p> <p>Experience and evidence of collaborative work across clinical network groups</p> <p>Development of clinical pathways</p>	<p>Experience of budget management</p>

<b>Teaching Experience</b>	<p>Ability to teach all grades of clinical and laboratory staff, including those in training</p> <p>Experience of teaching basic clinical skills to undergraduates</p> <p>Experience of supervising medical trainees</p> <p>Ability to supervise the research of others</p>	<p>Undertaking or have formal accreditation in medical education</p>
<b>Research Experience</b>	<p>Experience in the governance arrangements required for research and clinical trials</p>	<p>Experience in clinical and laboratory research, including delivery of clinical trials</p>
<b>Personal Attributes</b>	<p>Able to work with/influence senior colleagues across a range of specialties</p> <p>Effective interpersonal, motivational and influencing skills</p> <p>Ability to communicate effectively with colleagues, patients and their relatives</p> <p>Able to work against a background of change and uncertainty</p> <p>Able to demonstrate personal credibility</p> <p>Self-motivated, pro-active and innovative</p> <p>Commitment to team-working, and respect and consideration for the skills of others</p> <p>Commitment to Continuing Medical Education and the requirements of Clinical Governance and Audit</p> <p>Proven Management/Leadership experience</p>	
<b>Other</b>	<p>Mobility &amp; ability to efficiently undertake the travel requirements of the post.</p>	