

## **Job Description**

**Service Centre: Clinical Haematology**  
**Directorate: Renal, Haematology, Oncology and Palliative Care**

<b>Job Title:</b>	Haemoglobinopathies Clinical Fellow
<b>Number of Working Hours:</b>	40
<b>Service Centre/Directorate:</b>	Clinical Haematology in Renal, Haematology, Oncology and Palliative Care Directorate
<b>Base:</b>	St George's Hospital however the post holder may be required to work at any of the Trust's sites.
<b>Accountable to:</b>	Clinical Director (Renal, Haematology, Oncology and Palliative Care)
<b>Reports to:</b>	Care Group Lead for Haematology
<b>Responsible for:</b>	Haemoglobinopathy Service
<b>Key working relationships:</b>	Haematology consultants, Haematology junior doctors, haemato-oncology clinical nurse specialists, nursing staff, apheresis staff, laboratory staff, general managers and laboratory managers, consultant colleagues.

### **Job Summary:**

The post will be a year fixed term, with the potential to extend depending on circumstances, aiming to embed the appointee into our Specialist Haemoglobinopathy Team (SHT) and the wider Haemoglobinopathy Coordinating Centre (HCC) based at St. George's University Hospital NHS Foundation Trust.

The principal aim for this post is to offer the opportunity for successful candidate to gain experience in NHS service, network development and management prior to completing training. A newly qualified consultant is expected to take on roles in service management and development, write business cases, deal with senior management, work with healthcare commissioners and practice within clinical networks. This post has been designed as an opportunity to gain invaluable management skills in these areas and development of these skills will be supported by the department. It is expected that the appointee will be a doctor post IMT interested in gaining further experience in red cell haematology and service development or a haematology trainee keen to develop these skills before their consultant post.

During their time with us we expect the appointee to gain specialist experience in the management of children and adults with haemoglobinopathy disorders, thalassaemia and rare inherited anaemias with opportunities to participate in local, regional and national MDTs, specialist outpatient clinics and the haematology registrar on call rota. Areas for service development will include

network working across the SW Thames region with our local haemoglobinopathy teams with a focus on improving service delivery both in the network and at St Georges, delivering novel therapies, training, quality assurance, sharing of good practice, pathways, guidelines, and patient involvement. There will be opportunity for clinical audit and projects with the expectation that this could proceed to publication.

This will be done all in the context of improving the care of patients with haemoglobin disorders and reducing the consequence of health inequality as is a priority for the Trust and the wider NHS at this time.

St George's is the SHT for the SW Thames area and is in partnership with Imperial NHS Trust and LNWT as the West London HCC who we work closely with and have regular meetings.

St George's cares for around 500 adult patients with haemoglobin disorders (including sickle cell and thalassaemia) and cares for those patients through most events of their lives (specialist haematology care, most surgical specialities on site, maternal medicine.) Multidisciplinary working for our patients is core to care and the acute service team includes psychology, pharmacy, clinical nurse specialists and medics. We are delivering novel therapies on site and are a JACIE accredited bone marrow transplant centre designated for related donor transplants for sickle cell. We have a 24 hour on call apheresis service which has been providing automated red cell exchanges for over 20 years for patients with sickle cell who have been forefronts of improvement of venous access in apheresis. We are proud of our Red Cell Pain Management and Psychology which was the first dedicated chronic pain service designed for patients with sickle cell disease and is led by a Highly Specialist Physiotherapist and Clinical Psychologist offering a range of interventions including a specialised Pain Management Programme.

We have a regional HPLC / haemoglobinopathies lab on site and are the regional antenatal screening laboratory for SW London.

Dr Julia Sikorska will be the main consultant support for the post holder.

Informal enquiries about the posts are welcome and should be directed to Prof Dr Mickey Koh (020 87253545) Clinical Lead for Haematology or Dr Elizabeth Rhodes (020 8725 0885) Consultant Haematologist with specialist interest in Red Cell and Haemoglobin Disorders

St George's Healthcare NHS Trust operates a no Smoking Policy.

We are an Equal Opportunities Employer

### **Trust Vision & Values:**

The postholder is expected to have a clear understanding of how this post contributes to the achievement of the trust vision to:

***Provide Outstanding Care, Every Time for all of our patients, wherever they are treated.***

We have agreed a set of organisational objectives – all of which are designed to improve care for patients, and the working lives of our staff.

We are confident these will give staff, patients, and our local and national stakeholders much greater clarity about where we are focussing our energies, and where we want to improve.

### **Main Duties/ Key areas:**



The post holder will work as an integrated part of the haematology team at an ST3+ level supporting the in-patient, day unit and outpatient for the red cell team under the supervision of the relevant consultants. There will be time in their weekly timetable to attend specialist meetings and for service development work / data collection / audit / clinical projects. They will be required to manage and review patients in the outpatient and inpatient setting.

#### Teaching

The post holder will be encouraged to be actively involved in teaching undergraduates, post-graduate students and allied health professionals in the discipline.

#### Appraisal

All staff are required to undertake annual appraisal. The appraisal will be undertaken by a trained appraiser in line with trust guidance. In the event of an appraisal or job planning dispute, the matter will be escalated to the clinical director for the division and then to the Medical Director or Responsible Officer as appropriate.

The following responsibilities are common to all posts in the Trust:

- To have responsibility for the Health, Safety and Welfare of self and others and to comply at all times with the requirement of the Health and Safety Regulations.
- To ensure confidentiality at all times, only releasing confidential information obtained during the course of employment to those acting in an official capacity in accordance with the provisions of the Data Protection Act and its amendments.
- To work in accordance with the Trust's Equal Opportunities policy to eliminate unlawful discrimination in relation to employment and service delivery.
- To promote at all times equal opportunities for staff and patients in accordance with St George's Healthcare policies to ensure that no person receives less favourable treatment than another on the grounds of: age; disability; marriage and civil partnership; pregnancy and maternity; race (ethnicity); religion or belief; sex (gender); gender reassignment or sexual orientation.
- To ensure skills are up-to-date and relevant to the role, to follow relevant Trust policies and professional codes and to maintain registration where this is a requirement of the role.
- To comply with St. George's University Hospitals NHS Foundation Trusts No Smoking Policies.
- To undertake such duties as may be required from time to time as are consistent with the responsibilities of the grade and the needs of the service.

#### **Role of the Department:**

The haematology department at St George's encompasses all clinical and laboratory aspects of the specialty. Services include a laboratory diagnostic haematology service, (providing services to South West London Pathology), a blood transfusion service which includes support for the Major Trauma Centre with helipad; an anticoagulant and thrombosis service (VTE exemplar site); a large haemophilia centre with; a haemostasis service; a BSH level 3 haematopoietic stem cell transplant unit with national and international reputation for the treatment of aplastic anaemia and other bone marrow failure disorders; an ITP service that is recognised as a centre of excellence; a tertiary referral paediatric haematology service; a haemoglobinopathy and iron disorder service; a large

apheresis program with 24/7 cover; a large haemato-oncology service with specialist myeloma pathways for amyloidosis and spinal disease.

St George's Hospital runs an adult HSCT programme, which EBMT accredited for autologous and allogeneic stem cell transplant. The unit has a national and international reputation for the treatment of aplastic anaemia and other bone marrow failure disorders. All HSCT cases are routinely reported to EBMT and the Centre for International Blood and Marrow Transplantation (CIBMTR) and the unit is classified as a research centre by the CIBMTR. There is a plan for the centre to deliver CAR-T therapy as part of the transplant programme

There is a large tertiary haemato-oncology service which is part of the RMH partners Vanguard. During the last year there were 250 new lymphoma/ LPD patients with 30% of the work coming from the regional head and neck service. There were 35 new acute leukaemia patients, with patients aged 19-25 years being treated as part of a designated teenage and young adult (TYA) services in conjunction with the primary treatment centre at the Royal Marsden Hospital. There is a large myeloma practice with approximately 50 new myeloma patients per year. The myeloma service, which recently gained its clinical services excellence (CSEP) award from Myeloma UK, works in close collaboration with the spinal orthopaedic team, the maxillofacial unit, the heart failure team and the renal team managing complex patients on complex tertiary referral pathways. The haemato-oncology unit provides BCSH level 3 facilities enabling patients to complete all their treatment on site. The specialist apheresis team support the service providing plasma exchange, leucopheresis and stem cell collection and a 24/7 service for haemato-oncology emergencies. There is a combined Network MDT with Kingston Hospital on a weekly basis.

There is also a busy marrow failure and neutropenia programme where there is ample scope to develop this further. All aspects of bone marrow failure, both congenital and acquired are treated here including immune suppression and transplantation.

The department has an extensive consulting role supporting other specialist tertiary services within the Trust. This recognised expertise within the haematology department has allowed the forging of shared care arrangements in areas including the clinical infection unit, neurology and neurosciences, obstetrics, the major trauma unit, orthopedics, heart failure and renal medicine and the renal transplant unit.

All consultant haematologists are within the clinical haematology/ palliative care/ oncology care group, which is in the division of medicine and cardiovascular sciences and have admitting rights to the hospital. There are 20 inpatient beds across 2 haematology wards – Ruth Myles and Gordon-Smith Wards. The Ruth Myles Day Unit is a nurse led unit with 8 chairs and is hosting the new ambulatory service which is currently being developed. There is also a large apheresis unit which provides a 24 hour on call service as well as elective red cell exchange blood transfusions, therapeutic plasma exchanges and leukodepletion and stem cell collections.

The clinical haematology department is contracted to supply haematology consultant services to laboratory services provided by South West London Pathology. This close working relationship ensures involvement in clinical governance, daily reporting of hematological investigations and provision of 24/7 clinical advice for haematology laboratory testing. South West London Pathology was created in April 2014 from the integration of pathology services across three hospital sites in South West London. The hub laboratory is sited at St George's with inpatient and haematology clinic testing also being performed at spoke laboratories at Kingston and Croydon hospitals.

The hub Laboratory Haematology Service forms part of Clinical Blood Sciences and provides a comprehensive range of both routine and specialist laboratory tests for the Trust and the region. Routine diagnostic haematology, coagulation, haemoglobinopathy, immunohaematology and blood transfusion are all provided to a high standard. Each section is led by a lead Biomedical Scientist with day-to-day operational management provided by an overall Laboratory Manager. The

haematology and transfusion laboratory (UKAS 9085) was assessed by UK Accreditation Services in September 2018 and found to be in compliance with “International Standards for the Medical Laboratory”, ISO 15189:2012. All aspects of the laboratory service participate in the UK NEQAS and the laboratory is fully committed to the training of biomedical scientists, having full HCPC accreditation. The blood transfusion service is compliant with MHRA (2019).

### **The Medical Staff within Haematology: Consultants**

Professor Mickey Koh

Care Group Lead for Haematology. Consultant Haematologist & Professor of Haematology specialising in Haematopoietic stem cell transplant, cell therapy, bone marrow failure syndromes and PNH. Joint lead for teaching. Clinical Director-Renal, Haematology and Oncology

Dr Fenella Willis

Consultant Haematologist & Honorary Senior Lecturer, with responsibility for the diagnostic and clinical aspects of haemato-oncology, myeloma, myeloproliferative diseases, and apheresis service. Myeloma Lead

Dr Matthias Klammer

Consultant Haematologist & Honorary Senior Lecturer specializing in haemato-oncology and Haematopoietic stem cell transplant. Clinical lead for laboratory Haematology. JACIE BMT Unit Director.

Dr John Parker-Williams

Retired Consultant Haematologist with responsibility for teaching and training at all levels

Dr Ying Ying Peng (current locum Catherine Cox for maternity leave)

Consultant haematologist for lymphoma services

Dr Ruth Pettengell (Medical Oncologist)

Reader in Medical Oncology/ honorary Consultant oncologist working in close collaboration with the haemato-oncology service and clinical lead for Lymphoma

Dr Belen Seviliano

Consultant Haematologist specialising in Haematopoietic stem cell transplant transplantation, haemato-oncology, and marrow failures.

Dr Yasmin Reyat

Consultant Haematologist specialising in haemato-oncology and myeloma. Lead on undergraduate teaching for T year. SWLP laboratory lead for Haematology.

Dr Elizabeth Rhodes

Consultant Haematologist with specialist interest in haemoglobinopathy, iron disorders and immunohematology. Clinical Director-Specialist Medicine

Dr Julia Sikorska (Currently on Maternity Leave)

Consultant haematologist. Clinical lead for haemoglobinopathy and haemoglobinopathy laboratory with interests also in iron haemostasis and immunohematology and myeloproliferative neoplasms. SHT lead for West London HCC.

Dr James Uprichard

Consultant Haematologist & Honorary Senior Lecturer with clinical responsibility for haemophilia, haemostasis, and thrombosis. Clinical lead for transfusion and acquired coagulopathy of trauma.

Dr Steve Austin (Joint post with GSTT)

Consultant Haematologist & Honorary Senior Lecturer. Haemophilia Centre Director with clinical responsibility for haemophilia, haemostasis and thrombosis and clinical lead for ITP services

Dr Pamala Kanagasabapathy

Consultant Haematologist with clinical responsibility for haemophilia, haemostasis and thrombosis. Anticoagulation Lead

Dr Theodora Vatopoulou

Haematology Consultant specialising in haemato-oncology, laboratory, and diagnostic haematology. Clinical Governance Lead

In addition, the department benefits from the following staffing:

Doctors in Training: The department is part of a comprehensive and popular SpR training rotation and there are currently seven specialist registrars from the training program based at St George's. In addition to this there are 2 Trust fellows at registrar level.

**The haemoglobinopathy service** is supported by 1.8 WTE band 7 clinical nurse specialists, a clinical psychologist, a pathway coordinator and a data manager and supported by a pharmacist. There is a comprehensive Red Cell Pain Management and Psychology service consisting of Clinical Psychology, Highly Specialist Physiotherapy and Consultant Pain physician.

Across haematology there are five haemato-oncology clinical nurse specialists (band 7) covering lymphoma, myeloma, leukaemia, and TYA.

The Ruth Myles HDCU is nurse-led, with a large nursing team There are 4 clinical nurse specialists in apheresis

There is 2 full time BMT nurse coordinators band 7, a full time data manager/statistician for BMT services, a part time band 8a quality manager

There are 5 transfusion practitioners

There are 3 specialist anticoagulant nurse and three thrombosis nurses. There are 4 haemophilia nurse specialists and a data manager.

Clinical trials nurses are provided by the Clinical Research Facility, the oncology research team and a dedicated hemostasis, thrombosis, and non-malignant research nurse.

Specialist pharmacists in haemato-oncology, haemostasis, and anticoagulation work closely with the team.



## **St Georges University Hospitals NHS Foundation Trust**

With nearly 8,500 dedicated staff caring for patients around the clock, we are the largest healthcare provider in South West London.

Our main site, St George's Hospital in Tooting – one of the country's principal teaching hospitals – is shared with St George's, University of London, which trains medical students and carries out advanced medical research. St George's Hospital also hosts the St George's, University of London and Kingston University Faculty of Health and Social Care Sciences, which is responsible for training a wide range of healthcare professionals from across the region.

As well as acute hospital services, we provide a wide variety of specialist care and a full range of community services to patients of all ages following integration with Community Services Wandsworth in 2010.

St George's University Hospitals NHS Foundation Trust serves a population of 1.3 million across southwest London. A large number of services, such as cardiothoracic medicine and surgery, neurosciences and renal transplantation, also cover significant populations from Surrey and Sussex, totalling around 3.5 million people.

The trust also provides care for patients from a larger catchment area in South East England, for specialties such as complex pelvic trauma. Other services treat patients from all over the country, such as family HIV care and bone marrow transplantation for non-cancer diseases. The trust also provides a nationwide state-of-the-art endoscopy training centre.

A number of our services are members of established clinical networks which bring together doctors, nurses and other clinicians from a range of healthcare providers working to improve the quality of services for patients. These include the South London Cardiac and Stroke Network and the South West London and Surrey Trauma Network, for which St George's Hospital is the designated heart attack centre, hyper-acute stroke unit and major trauma centre.

We provide healthcare services at:

Hospitals:

St George's Hospital, Tooting  
Queen Mary's Hospital, Roehampton

Therapy centres:

St John's Therapy Centre

Health centres:

Balham Health Centre  
Bridge Lane Health Centre  
Brocklebank Health Centre  
Doddington Health Centre  
Eileen Lecky Clinic  
Joan Bicknell Centre  
Nelson Health Centre  
Stormont Health Clinic  
Tooting Health Clinic  
Tudor Lodge Health Centre  
Westmoor Community Clinic

Prisons:

HMP Wandsworth

We also provide services in GP surgeries, schools, nurseries, community centres and in patients' own homes.

By delivering vibrant programmes of research and education, we make sure that our staff are able to consistently provide the excellent clinical care for our patients. We are committed to providing the highest quality education programmes for our staff, partners, GPs and student doctors and nurses, and to driving lasting improvements in patient care across south London by through research and innovation.

As a leading UK teaching hospital we aspire to improve patient safety, patient experience and outcomes through excellence in our provision of education and training for the staff, students and trainees with whom we work. We have formed a strong alliance with [St George's, University of London \(SGUL\)](#), to enable innovative developments in practice, research and education.

We aim to:

- Ensure development of a competent and capable workforce
- Be a national leader in multiprofessional training
- Implement innovative training pathways
- Be a field leader in patient safety training
- Play a leading role in the South London Local Education and Training Board (LETB)
- Ensure the infrastructure and facilities support the delivery of excellent education

## **St George's, University of London**

St George's, University of London shares a site with St George's University Hospitals NHS Foundation Trust, one of the UK's largest teaching hospitals. The partnership with St George's University Hospitals NHS Foundation Trust, along with the strong links with other healthcare providers, enable up-to-the-minute clinical insight that keeps research and teaching relevant to evolving healthcare needs. The co-location with the Trust gives our researchers access to a diverse range of patients who participate in clinical trials and are essential to the success of many of our research activities.

St George's University of London, is now the only stand-alone medical school within the federation, offering students not only the advantage of a smaller, friendly school but also the benefits on one of the largest most diverse universities in Britain.

With more than 250 years of excellence and innovation in research and education resulting in groundbreaking advances in medicine and healthcare. Our alumni include Edward Jenner, John Hunter, Muriel Powell and Patrick Steptoe.

Research work at St George's is focused within three research institutes, [Cardiovascular and Cell Sciences](#), [Infection and Immunity](#) and [Population Health](#). We aim to improve the prevention, diagnosis and treatment of disease in areas including infection and immunity, heart disease and stroke, and cell signaling. We are also focused on enhancing understanding of public health and epidemiology, clinical genetics, and social care sciences.

We are proud of our diversity, offering students from a wide range of backgrounds the opportunity to work and study on a health campus reflecting the full range of healthcare professions.

St George's is the UK's only university dedicated to medical and health sciences education, training and research. Our distinctiveness is based on our exclusive focus on health sciences and medicine and we strive to bring an innovative and collaborative approach to all we do.

We provide a world-class multi-professional health sciences education that equips our graduates to meet today's healthcare needs through relevant scientific research, clinical excellence, strong



interpersonal skills and team-based working. Sharing a clinical environment with a major London teaching hospital, our innovative approach to education results in well-rounded, highly skilled clinicians, scientists, and health and social care professionals.

We also work closely with healthcare providers throughout south London to ensure that our courses reflect latest clinical practices and that our students benefit from diverse clinical placement opportunities. The wealth of clinical experience available is one of the reasons why St George's continues to be so popular with students.

[The Faculty of Health, Social Care and Education](#) that we run in partnership with Kingston University teaches courses including nursing, midwifery, radiography, paramedic science, physiotherapy and social work.

Our programmes are rigorous but we pride ourselves on the personal support we provide our students, ensuring they become first-rate clinicians and scientists, with their feet firmly on the ground. We believe everyone should be able to access the benefits of biomedical discovery and that research should be an integral part of the training and education of healthcare professionals.

Our three research institutes focus on biomedical and scientific discovery, advancing the prevention and treatment of disease in the fields of population health, heart disease and infection - three of the greatest challenges to global health in the 21<sup>st</sup> century.

We are committed to developing public understanding and involvement in our research programmes and actively contribute to partnerships across London, linking students and researchers to practitioners and employers across the region.

Our purpose is to develop people who meet today's healthcare needs and tomorrow's healthcare challenges and we warmly welcome students who share our values, energy and ambition.

**This job description is not an exhaustive document however it is a reflection of the current position. Details and emphasis may change in line with service needs after consultation with the post holder.**

**St George's University Hospitals NHS Foundation Trust is an Equal Opportunities employer and operates a No Smoking Policy.**

## Person Specification

Factor	Essential	Desirable	Method of Assessment
Qualifications and Training	<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>MRCP or show evidence of equivalent qualification</p>	<p>Higher Degree</p> <p>FRCPPath</p>	<p>Check with GMC prior to interview</p> <p>Application Form and interview</p>
Experience	<p>Experience in the full range of laboratory haematology disciplines with good knowledge of General Haematology and Haemoglobinopathies.</p> <p>Ability to take full and independent responsibility for clinical care of patients with haematological conditions</p> <p>Experience of clinical audit</p> <p>Ability to teach all grades of clinical staff, including those in training</p>	<p>Expertise and experience in management of haematological conditions</p>	<p>Application form, interview and references</p>
Skills	<p>Have demonstrated an ability to work co-operatively with other colleagues and in multi-disciplinary teams.</p>		<p>Application form and interview</p>
Knowledge	<p>General Haematology and Haemoglobinopathies knowledge</p> <p>Knowledge of the processes and function of clinical governance</p>	<p>Evidence of CPD in clinical haematology</p>	<p>Application form and interview</p>
Other	<p>Experience of teaching all grades of staff with</p>	<p>Training in teaching or training.</p>	<p>Application form and interview</p>

	Experience of service development and quality improvement		
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## GENERAL CONDITIONS APPLYING TO ALL CLINICAL APPOINTMENTS

### Funds

No special funding can be made for any additional supporting staff, specialist equipment or other facilities unless such provision has already agreed by the Executive Board. All requests will be treated in competition with others by the appropriate Clinical Director and General Manager, in the light of the total priorities.

### Place of residence

The successful candidate will be required to reside within a reasonable distance of St. George's Hospital, SW17. This will normally be within ten miles, however is subject to the discretion of the Trust.

### Removal expenses

Reasonable removal expenses will be paid if agreed with the department prior to appointment, subject to a maximum, currently £5,000.

### Indemnity

The Trust will cover all medical staff for NHS work under NHS Indemnity. St George's University Hospitals NHS Foundation Trust is required to encourage medical and dental staff to ensure that they have adequate defence cover for any work which does not fall within the scope of the Indemnity Scheme (HSG (96) 48 refers). Any private practice undertaken on NHS premises must be covered by subscription to a medical defence organisation

### Training in radiation protection

It is a legal requirement for any clinician who personally directs or performs radiological investigations (other than radiologists) to have attended a recognised course in radiation protection and possess a Core of Knowledge Certificate.

This includes medical staff who undertake x-ray films in theatre. For radiopharmaceutical exposures, this includes medical staff who administer radiopharmaceuticals for diagnostic or therapeutic purposes or who clinically direct.

### Health clearance

A full medical examination will not normally be required but the successful candidate will be required to complete a health questionnaire and will also be required to produce evidence of a satisfactory chest x-ray within the last year.

Posts are offered on the understanding that the applicant will comply with requirements regarding immunisations.

Applicants for posts which include surgical/invasive work will be asked to supply written evidence to the Occupational Health Department of degree of immunity to Hepatitis B.

If not immunised, the result of a test which indicates freedom from carrier state will be required and immunisation should then be commenced. Applicants should be aware of the guidance to HIV infected health care workers from the Department of Health and the GMC/GDC.

### Medical audit

The post-holder will be expected to take part in clinical audit activities.

### **Conditions of appointment**

The appointment will be made in accordance with the National Health Service (Appointment of Consultants) Regulations 1982 (S.I.1982 No. 276), as amended by the National Health Service (Appointment of Consultants) Amendment Regulations 1990 (S.I.1990 No. 1407) and EL(93)25.

Applications received after the closing date will be accepted only in exceptional circumstances and where the Chairman of the Advisory Appointments Committee is satisfied that there is a reasonable explanation for the failure to make the application by the closing date.

Canvassing of any member of the Advisory Appointments Committee or of St. George's Healthcare NHS Trust or of the Regional Health Authority, will disqualify the applicant.

A candidate 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.

### **Place of work**

Whilst the duties of the NHS appointment will be primarily at the hospital(s) stated, the appointment will be made to the St George's University Hospitals NHS Foundation Trust and there will be a commitment to attend occasionally at any other hospital or clinic in the Trust, as may be necessary from time to time, e.g. in emergencies.

St George's University Hospitals NHS Foundation Trust is an Equal Opportunities Employer.

### **Induction**

New staffs are required to attend a Trust induction either on the day they start or the first Monday on which a Trust induction is held. The Trust induction is held on alternate Mondays throughout the year, with the exception of Public Holidays.

For further information please contact:

#### **Dr Elizabeth Rhodes**

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#### **Dr Catherine Cox**

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