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**Job Title: Specialty Doctor in Haematology**

**Location: Aberdeen Royal Infirmary**

**Ref No: NW041509**

**Closing Date: Sunday, 14 February 2021**

NHS GRAMPIAN

SPECIALTY DOCTOR IN HAEMATOLOGY

**Post Ref No: NW041509 Closing Date: Sunday, 14 FEBRUARY 2021**

This is a replacement post of Specialty Doctor within the Department of Haematology in Aberdeen Royal Infirmary.

# NHS Grampian

1. **Description of Hospitals**

The post will be based at NHS Grampian and the North East Scotland Regional Blood Transfusion Centre. NHS Grampian comprises Aberdeen Royal Infirmary, Royal Aberdeen Children’s Hospital, Aberdeen Maternity Hospital and Woodend Hospital, Aberdeen, Dr Grays Hospital, Elgin and Roxburghe House.

**2. Aberdeen Teaching Hospitals**

NHS Grampian serves a population of 573,400 with additional provision for patients from Orkney and Shetland (44,700).

# Aberdeen Royal Infirmary

The main clinical service and laboratory service is based in Aberdeen Royal Infirmary. The clinical service is within the ANCHOR unit and comprises a purpose built inpatient and outpatient facility. The dedicated haematology inpatient unit is located on the 7th floor of the Emergency Care Centre, which opened in 2013. The unit comprises 23 beds with 8 laminar flow rooms for high dose therapy and haematopoietic stem cell transplantation. The outpatient and day unit facilities moved to their current location in 2010, and treatment and investigation is carried out there on a daily basis. Work has begun on building a new cancer centre on the Foresterhill site, which is due to open in 2023. This centre will provide state of the art out-patient and day therapy facilities.

A general haematology service is offered across the trust involving advice on management in medical, surgical, obstetrics and intensive care units. Within the department, all aspects of haematology are practised, with the exception of allogeneic stem cell transplantation, which is performed in Glasgow for the whole of Scotland.

The laboratory service provides for all general practice samples from the area and the vast majority of all hospital inpatient assays for the whole region. A full complement of assays is performed in all aspects of general and malignant haematology, and in haemostasis and thrombosis. The laboratory service is UKAS accredited and participates in all appropriate external quality assurance exercises. Cytogenetics, molecular haematology and immunophenotyping services are developed to a high standard and performed on site in association with colleagues in immunology and genetics.

# Royal Aberdeen Children’s Hospital

The establishment of the new Royal Aberdeen Children’s hospital on the main campus is an exciting new development. All aspects of paediatric haematological and oncological practice are provided on site, with the exception of allogeneic haematopoietic stem cell transplantation. Aberdeen is a registered UK CCLG centre.

# Dr Grays Hospital, Elgin

Dr Grays is a district general hospital in Elgin, which provides general medical, surgical, and obstetric and gynaecological care for a population of 90,000. The hospital houses a haematology laboratory as part of a combined laboratory service, which processes inpatient sample requests for full blood counting and coagulation screens. Blood banking forms part of the laboratory service. All specialised assays are forwarded to the Aberdeen laboratory. There is no inpatient or outpatient clinical haematology service based in Elgin but clinical advice is provided for all departments on a regular basis. All patients who warrant inpatient haematology care are transferred to Aberdeen.

# Aberdeen and North East Scotland Blood Transfusion Centre

The Aberdeen and North East Scotland Blood Transfusion Centre is situated within the Foresterhill campus in a purpose built facility, which was opened in 1993. The blood bank is the largest in Scotland, issuing ~15000 units red cells, ~2000 units platelets and ~1700 units FFP annually.  In addition, haematopoietic progenitor cells are apheresed from ~35 patients annually and ~130 apheresis procedures are performed per year.  A national Scottish service is provided for red cell genotyping and platelet/granulocyte immunology.  Epstein-Barr virus specific cytotoxic lymphocytes are provided to ~6 European patients with PTLD annually.

# University of Aberdeen and Robert Gordon University

The School of Medicine and Dentistry of the University of Aberdeen is ranked 5th in the UK and 1st in Scotland in the current Times University Guide. It is co-located on the Foresterhill site with Aberdeen Royal Infirmary, the Aberdeen Maternity Hospital, the Royal Aberdeen Children’s Hospital and the Dental facility. The School includes state-of-the-art research facilities, principally located in the Institute of Medical Sciences, the Institute of Applied Health Sciences and the Rowett Institute for Nutrition and Health. The Suttie Centre is a modern, purpose-built teaching and training facility adjacent to Aberdeen Royal Infirmary, a joint venture between the University of Aberdeen and NHS Grampian.

Much of the research carried out on site is of a translational nature and highly relevant to haematological practice, including strong research groups in immunity and infection, musculoskeletal medicine, regenerative medicine and imaging.

# Haematology Medical Staff

* **Consultants**

Dr Dominic Culligan (lymphoma, myeloid disorders and general haematology)

Dr Mohammed Khan (thrombosis and haemostasis, general haematology)

Dr Alastair Lawrie (lymphoma, myeloid disorders)

Dr Gavin Preston (lymphoma, myeloma, Haematology Service Clinical Director)

Dr Beverley Robertson (haemoglobinopathies, Laboratory Service Clinical Director)

Dr Charlotte Robertson (lymphoma, myeloma)

Dr Gordon Taylor (ALL, paediatric haematology, laboratory haematology)

Dr Jane Tighe (myeloma)

Professor Mark Vickers (SNBTS, lymphoma)

Professor Henry Watson (thrombosis and haemostasis, general haematology)

* **Specialty doctors**

Dr Mariella Lamacchia

Vacant post (this post)

### **Junior Medical Staff**

6 Specialty Trainees in Haematology

1 IMT Specialty Trainees

3 Foundation Year 2s (FY2’s)

1 IMT LAS post

* **Physician associates**

3 Physician associates

# Aberdeen and North East of Scotland Blood Transfusion Centre

* **Consultants** Prof Mark Vickers (Clinical Director)

Dr Margarita Gonzales

# Work of the Department

The haematology unit provides care for a wide range of haematological problems and provides a comprehensive laboratory service. The work of the unit at present can be divided into four main categories: general, malignant, thrombosis and haemostasis, and laboratory. Dr Culligan, Dr Lawrie, Dr Preston, Dr Robertson and Dr Tighe provide the malignant service with the help of Dr Lammachia. The department provides comprehensive secondary and tertiary care at BCSH level 4 for all haematological malignancies diagnosed in a population of ~ 620,000. As such, the department has a very high work load relating to newly diagnosed and relapsed cases including approximately 110 cases of new lymphoma, 40 cases of new myeloma and 20 cases of new adult acute leukaemia per annum. Approximately 20-25 or autologous stem cell transplants are carried out per year and allogeneic stem cell transplants are provided in Glasgow (the single designated allogeneic transplant centre for Scotland) on a shared care basis. There is very active recruitment into clinical trials, supported by a dedicated team of research nurses.

All consultants contribute to the general service. Professor Watson and Dr Khan provide the haemostasis and thrombosis service. Dr Robertson and Dr Taylor provide the laboratory service. In addition to this, Dr Taylor provides the paediatric haematology service. Dr Robertson has a specialist interest in haemoglobinopathies.

The laboratory, which processes 634,000 samples per annum, is staffed by 24 BMS staff and 2 Clinical Scientists.

As well as providing a clinical and laboratory service the unit is strongly committed to teaching and research and, while this is led by Professor Vickers, the NHS staff play an active role in its planning and delivery. The unit has 5 Specialty Trainee posts. The ward is staffed by 5 FY2s/IMT1s on a rota with the oncology department; the oncology ward is immediately adjacent to that of haematology, on the 7th floor of the Emergency Care Centre. Postgraduate medical training in haematology continues to have full accreditation from the NES Deanery.

# Research/Audit

The department is committed to entering patients into appropriate local, national and international clinical trials. Aberdeen is recognised to be one of the most active clinical trials centres for haematology in the UK. There is close cooperation between the NHS R&D department and the counterparts in Aberdeen & Robert Gordon Universities.

A commitment to research is integral to the working of the Haematology Department and Aberdeen is closely linked with the NCRI. The Haematology unit has an active trials portfolio in malignant haematology such as the UK NCRI AML18 and AML19 trials, the FLAIR trial and soon to open RADAR trial, the PARADIGM and EHL registry in haemophilia, FLIGHT and ERMES registry for ITP, the ISTH registry on the use of DOACs in pregnancy and MITHRIDATE for myeloproliferative disorders. The research programme is supported by a team of research nurses and a data manager.

Professor Mark Vickers runs a successful laboratory team with current research interest in macrophage function in sickle cell disease, malaria infestation and cancer treatment. Opportunities exist for collaboration with colleagues in the Institute of Medical Sciences in several areas of translational research.

# This Post

This is a replacement post that was created following the expansion of the haematology outpatient and day therapy services. The post will involve all aspects of clinical haematology, predominantly general and malignant. The successful candidate will primarily work in the day therapy unit and the outpatient clinic but there is the possibility to rotate through the haematology laboratory for interested candidates. Career development will be actively encouraged and there is potential for the post holder to develop a subspecialty interest to add to and complement pre-existing consultant interests. The department is involved in numerous commercial and independent research studies and the successful applicant will be actively involved in these. There are regular educational meetings, including a haematology journal club, multi-disciplinary team meetings, morphology meetings and clinicopathological conferences, which the new post holder will be encouraged to actively participate in. This is a 10-session post, normally 8.30–16.30 h, Monday to Friday although this may be open to some negotiation.

All enquires are welcome and interested candidates are encouraged to contact the department to discuss the post further.

**PERSON SPECIFICATION**

**SPECIALTY DOCTOR IN HAEMATOLOGY**

|  |  |  |
| --- | --- | --- |
| REQUIREMENTS | ESSENTIAL | DESIRABLE |
| **Qualifications/Training**  *Basic*  *Postgraduate* | Full GMC registration  MBBS or equivalent | MRCP or equivalent |
| **Experience** | Satisfactory completion of at least 4 years’ full-time postgraduate training (or its equivalent), at least 2 years of which will be in a specialty training program in a relevant specialty or as a fixed term specialty trainee in a relevant specialty | Previous clinical experience in Haematology |
| **Teaching** |  | Experience of small groups teaching of undergraduates |
| **Ability/Knowledge** | Strong basic medical and haematology knowledge commensurate with completion of general medical training | Specialist knowledge of haematology |
| **Clinical and technical skills** | Ability to deal with acute medical problems with indirect supervision |  |
| **Motivation** | Consideration of a career in Haematology | Evidence of initiative to develop this post. |
| **Personal Attributes** | Good team member who communicates well with staff and patients | Team leadership and organisational skills |
| **Audit** | Understands principles | Evidence of participation |
| **Research** | Ability to conduct library searches.  Interest and aptitude for research. Willingness to be involved in studies being participated in by department | Original research as undergraduate or postgraduate which may have led to publications and/or presentations |

Sample job plan

|  |  |  |
| --- | --- | --- |
| Day | Time | Activity |
| Monday | 08.30-13.00 | Day unit / haematology clinic (rotate with StR) |
|  | 14.00-16.30 | Day unit |
| Tuesday | 08.00-09.00 | Journal club |
|  | 09.30-13.00 | Day unit |
|  | 14.00-16.30 | Procedures/day unit/administration |
| Wednesday | 08.30-09.30 | Xray MDT |
|  | 09.00-13.00 | Day unit |
|  | 09.30-10.30 | Clinical governance meeting (every 4th week) |
|  | 14.00-16.00 | Administration/day unit |
| Thursday | 08.30-13.00 | Day unit |
|  | 14.00-16.30 | Procedures/day unit/administration |
| Friday | 08.30-13.00 | Day unit |
|  | 14.00-15.00 | Ward handover |
|  | 15.00-16.30 | Administration |

***The content of the job plan will vary depending upon the experience of the successful candidate, their interests and their educational needs*NHS GRAMPIAN**

**POST OF SPECIALTY DOCTOR IN HAEMATOLOGY**

**PARTICULARS OF POSTS**

1. The appointment will be made by an Advisory Appointments Committee of NHS Grampian constituted for this purpose.

3 The officer appointed will be required to assist the senior staff at NHS Grampian and will work within the Haematology Department under the management of the Service Clinical Director. The officer appointed may also be required to visit district hospitals and clinics in the Area and to undertake locum duties within the Area.

4 The officer will be required to take part in undergraduate and postgraduate medical teaching.

5 The inclusive salary is within the scale of £41,986 - £78,294 per annum. Movement through the scale will be contingent on meeting the criteria set out in Schedule 15 of the Terms and Condition of Service.

6 Placement on the scale will be in accordance with previous service and experience. The appointment will be superannuable if the person appointed so chooses. He or she will be subject to the regulations of the National Health Service Superannuation Scheme and the remuneration will be subject to deduction of contributions accordingly, unless he or she opts out of the Scheme.

7 So far as is consistent with the proper discharge of the above duties the postholder undertakes to deputise from time to time for absent colleagues.

8 The postholder undertakes exceptionally to perform additional duties in occasional emergencies and unforeseen circumstances.

9 The postholder undertakes exceptionally to be available for such irregular commitments outside normally rostered duties as are essential for continuity of patient care.

10 The officer appointed will be required to have full registration with the General Medical Council.

1. NHS Grampian is legally liable for the negligent acts or omissions of employees in the course of their NHS employment. Medical staffs are however advised to ensure that they have adequate defence cover for activities not covered by the Board indemnity.

12 Your residence, which shall be maintained in contact with the public telephone service, shall normally not be more than 10 miles by road from Aberdeen unless specific approval is given by NHS Grampian to a greater distance.

13 As a result of guidance issued by the Scottish Office on "Protecting Health Care Workers and Patients from Hepatitis B" the NHS Grampian is required to:-

* Ensure health care workers who may be at risk of acquiring hepatitis B from a patient are protected by immunisation.
* Protect patients against the risk of acquiring hepatitis B from an infected health care worker.
* Due to the nature of this post, any offer of appointment will be conditional upon the successful applicant either:-
* Undergoing a process of screening/immunisation/monitoring in accordance with the Board's Policy and Procedure, or
* Producing acceptable documentary evidence that he/she is not an infective risk to others.

In the event that he/she is an infective risk to others or if he/she fails to comply with the above requirements, the conditional offer of appointment will be withdrawn.

As a condition of his/her subsequent employment in this post he/she is also required to undergo further immunisation and monitoring at the intervals specified by the Board's Occupational Health Service in order to boost/maintain his/her level of immunity. Should he/she become hepatitis B e antigen positive and therefore an infective risk to others at any stage in the future the appointment will be subject to review in accordance with the Board's agreed Procedure for dealing with such situations where the postholder is involved in "Exposure Prone Procedures". This review may result in the postholder having to alter his/her clinical exposure to remove risk to patients and others. In circumstances where this is not a practical option, it will be necessary to provide industrial compensation for this prescribed industrial disease prior to the postholder leaving the Board's employment.

14 The Board is required to instigate a check to be made with Disclosure Scotland for any convictions recorded before an offer of appointment can be made (rehabilitation of Offenders Act 1974 amended 1985 and 1986) and (Disclosure of Criminal Convictions of NHS Staff with Substantial Access to Children 1989).

15 The appointment is made subject to satisfactory fitness for employment. The successful candidate will therefore be required to complete a pre-employment health screening questionnaire and may subsequently be required to attend for health screening.

16 The Officer appointed will be required to work within the policies and procedures of NHS Grampian which have been agreed by the appropriate committee and negotiating committees.

17 Termination of the appointment is subject to three months notice on either side.

**NOTE**

Canvassing in connection with appointments is not permitted but this does not debar candidates who wish from visiting the hospitals concerned.

Please note that receipt of applications will not be acknowledged, however, successful applicants will be informed of the outcome of shortlisting within three weeks of the closing date.

**Further information can be obtained and an appointment to view the Department by contacting:**

|  |  |
| --- | --- |
| Dr G C Preston | Dr D J Culligan |
| Dept Haematology | Dept Haematology |
| Aberdeen Royal Infirmary | Aberdeen Royal Infirmary |
| Foresterhill | Foresterhill |
| Aberdeen AB25 2ZN | Aberdeen AB25 2ZN |
|  |  |
| Tel 01224 553394  gavin.preston@nhs.scot | Tel 01224 553394  dominic.culligan@nhs.scot |

**Apply for this post by visiting** [**www.nhsgrampian.org/jobs**](#) **and search for the above Ref No. Closing date is Sunday, 14 February 2021.**

Please note that receipt of applications will not be acknowledged, however, all applicants will be informed of the outcome of shortlisting within three weeks of the closing date.

The Board is obliged to bring to your notice that the Rehabilitation of Offenders Act 1974 provides for many people who have been convicted of certain criminal offences, the opportunity to have no need to refer to any conviction or circumstances relating to it in the course of daily lives. Certain convictions can, therefore, be regarded as “spent” after the lapse of a period of years under the terms of the Act. The National Health Service employment for which you are applying, however, has been excluded from the provisions of the Act and you are, therefore, required not to withhold information about convictions which for other purposes are “spent” under the provisions of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given, however, will be completely confidential and will be considered only in relation to the post for which you are now making application.

There is a Day Nursing facility for children of staff employed by NHS Grampian. ‘Little Acorns Day Nursery’ which has been specially designed can accommodate 24 children between the ages of 6 months and 5 years. Please contact the Nursery Manager on (01224) 557828 for further details.

### IN THE INTEREST OF HEALTH PROMOTION, WE OPERATE A NO SMOKING POLICY

***GENERAL INFORMATION***

1. ***General Medical Council/General Dental Council***

All medical and dental staff must be registered with the General Medical Council or General Dental Council. This certificate must be produced at interview and on subsequent occasions as requested. This also applies to proof of renewal of the annual subscription.

2. ***Terms and Conditions of Service***

The post is covered by the Terms and Conditions of Service for Hospital Medical and Dental Staff. These are contained in handbooks which are available for inspection Human Resources/Personnel Departments. The appropriate sections of the General Whitley Council also apply.

3. ***Contract***

The contract is issued by NHS Grampian.

4. ***Salary Scales***

The salary scale is as follows:

|  |  |  |
| --- | --- | --- |
| Specialty Doctor |  | £41,986 - £78,294 per annum |

Placing on the salary scale is determined in accordance with the Terms and Conditions of Service. Salaries are paid monthly into the employee's bank account.

5. ***Hours of Work***

This is a 10-session post, normally 8.30–16.30 hours, Monday to Friday although this is open to some negotiation.

6. ***Annual Leave***

The annual leave entitlement is as follows:

1. Doctors who have completed a minimum of 2 years’ service in the specialty doctor grade and/or in equivalent grades or who had an entitlement to 6 weeks’ annual leave a year or more in their immediately previous appointments shall be entitled to annual leave at the rate of 6 weeks a year.
2. Doctors other than those mentioned in paragraph 1 shall be entitled to leave at the rate of 5 weeks a year.

7. ***Superannuation***

The employee may choose to join the NHS Superannuation Scheme. Information about the scheme is available in the Medical Personnel Department (Training Grades) and Board Human Resources/Personnel Departments and will be issued on appointment.

8. ***Study Leave***

The entitlement to study leave is in accordance with the Terms and Conditions of Service.

9. ***Medical Indemnity***

The employee is normally covered by the NHS Hospital and Community Health Services indemnity against claims of medical negligence. Health Departments advise that employees maintain membership of a defence organisation, as in certain circumstances (especially in services for which a fee is paid) the employee may not be covered by the indemnity.

10. ***Occupational Health Assessment***

All appointments are subject to a satisfactory health assessment by the Occupational Health Service. The Service also provides guidance and information on health and safety at work.

11. ***Disclosure Scotland – Criminal Records Check***

A check on the successful candidate for any criminal record is made through Disclosure Scotland.

12. ***Local Policies and Procedures***

The employee is subject to the local policies and procedures operating in the Trust in which they are working. Information about these may be obtained from the clinical department or from the Trust Human Resources/Personnel Department.

13. ***Visits Prior to Interview***

Candidates may visit the hospital(s) by arrangement with the Consultant(s) named in the job description. This should be done on the morning of the interview and claims for reasonable costs associated with such a visit will be met. All claims must be accompanied by receipts or other evidence of expenditure.

14. ***Overseas Doctors***

It should be noted that the immigration status of overseas doctors will be checked at interview. The length of appointment offered will be subject both to the training period available in this post and to the length of time the doctor is permitted to remain in this country. Any extensions to permit-free training time will be subject to the Immigration regulations.

15. ***Notes for Candidates***

Candidates are asked to give the names of three referees, though only two references will be sought. If one of the candidate’s referees is on the Appointments Committee for this post, the other two will be selected. Referees should be listed in order of preference.

*16****. Further Information***

Further information about the posts is provided by the Consultants named on the Job Description.