NHS TAYSIDE

LOCUM APPOINTMENT TRAINING/LOCUM APOINTMENT FOR SERVICE

HISTOPATHOLOGY

JOB DESCRIPTION

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1. Introduction and Description of the Area

NHS Tayside covers the area of Tayside and North Fife, with an associated population of half a million. Tayside includes the rolling countryside of Angus, Perth and Kinross, bordering the Highlands to the North, the coast to the East, with the two main cities of Perth and Dundee situated along the river Tay to the South. The river setting of Dundee, Scotland’s 4th largest city, is impressive. A formerly industrial interior has given way to a waterfront redevelopment, which now includes the striking riverside architecture of the V&A design museum. Praised by the New York Times as “Scotland’s coolest city”, Dundee now also has an Eden project in development.

Dundee’s heritage was previously coined: ‘Jute, Jam and Journalism’. Having modernised, the ‘city of discovery’ includes two large universities (Dundee and Abertay) with a thriving life sciences research hub and associated biomedical enterprises. In recent years the importance of IT has grown, and Dundee has become famous for video game development. There is a vibrant cultural scene focussed on venues like Dundee’s Caird Hall, the Perth Concert Hall and the riverside Slessor Gardens.

Whether living in town or in the surrounding countryside, Tayside is a fantastic place to live or to bring up a family. Commuting is minimal, and property prices are extremely competitive with a lower cost of living than in many parts of the UK. In Dundee, the riverside scene, with its two bridges, compliments the view of many residential properties. In the countryside, the hills and highlands can often punctuate the horizon. From either, there is easy access to hill walking, cycling, skiing, golf and sea kayaking. There is a busy Parkrun in the elegant setting of Camperdown park, with many sports clubs, pools and fitness facilities available in the area. Dundee is well served by the usual larger shops, with high quality independent boutiques particularly in Dundee’s West-end, Broughty Ferry, and Perth. Across Perth and Dundee there is also a decent range of state and private schools available, with suitable extracurricular provision.

2. The Hospitals

NHS Tayside includes three hospital sites: Ninewells Hospital in Dundee, Perth Royal Infirmary, and Stracathro Hospital near Brechin. Of these, the main hospital is Ninewells Hospital and Medical School. This is a university teaching hospital, providing a comprehensive range of services including specialist units. Ninewells Hospital and Medical School has been designated one of the Regional Cancer Centres in Scotland and provides all Surgical, Radiotherapy, and Medical Oncology services on a single site. In addition, on the Ninewells site, there are all the major disciplines including general medicine and surgery, through to specialist areas such as gynaecological oncology, ENT, plastics, neurosurgery etc. Tayside is also host to one of the six Scottish breast screening centres.

Embedded within Ninewells Hospital, the medical school is consistently rated one of the best in the UK, and has an active student led pathological society. The Ninewells site is very accessible by foot, bike, public transport or car, with free parking available. The hospital has an associated arboretum and successful community garden, perfect for lunch time walks.

**3. The Pathology Department**

The Department of Pathology is based in Ninewells Hospital and Medical School. It is part of the larger directorate of Patient Access and Assurance. The Pathology Department is accommodated in modern laboratories within Ninewells Hospital and Medical School. The department holds full CPA accreditation under the latest CPA standards.

The Tayside histopathology workload is approximately 28,000 to 32,000 surgical pathology requests, 3,000 non-gynae requests (including FNA) and 10 to 15 adult postmortems per annum. There is provision of BMS role extension in the form of dissection assistance and this aspect of service delivery is currently expanding. The staff in the Department provides a comprehensive diagnostic service on all aspect of histopathology, morbid anatomy and cytology. All pathologists have access to digital imaging, digital dictation and an appropriate IT infrastructure.

Department service delivery essentially falls into three components; Histopathology, Cytopathology and Autopsy Pathology. There are 15 consultant pathologists, with a variable degree of subspecialisation, and 9 training posts. Medical management responsibilities divided as follows:

* Dr Jamie Wilson – Clinical Lead
* Dr Shaun Walsh – Lead for the Autopsy Service and Mortuary
* Dr Sarah Mukhtar – Training Programme Director
* Dr Richard Oparka – Undergraduate Teaching Lead

Non-Medical Management is provided by Mr David Topping (Clinical Laboratory Manager) and Mr Andy Munro (Quality Manager).

HISTOPATHOLOGY: In recognition of the increasing demand for subspecialisation in Pathology, there are two teams providing surgical pathology. Team A covers breast, gynaecology, skin and endocrine. Team B covers gastrointestinal, urological, respiratory, head and neck, bone and soft tissue and lymphoreticular.

CYTOPATHOLOGY: There is exposure to a wide array of typical cytological specimens including guided FNA and those from respiratory clinics. Cervical cytology is no longer provided on site due to national service restructuring. However, training is delivered via a national teaching programme.

AUTOPSY PATHOLOGY: The department handles adult autopsies only, which are conducted by our autopsy team. Trainees will occasionally attend Forth Valley Hospital (Larbert) for additional experience.

The Department works closely with the University of Dundee Medical School, and particularly with the Division of Cancer. The University has undergone rapid development in the recent past. A Tissue Bank and research facility opened in 2001 and is now well established. A state-of-the-art Clinical Research Centre (CRC) has recently been completed; this is a joint venture between NHS Tayside, the University of Dundee and the Scottish Higher Education Funding Coalition. Further, there is a new Medical Research Institute (MRI) adjacent to the CRC. Tayside also has specific resource for supporting research guided by the new Tayside medical Science Centre (TASC). All these advancements require pathologist input at many levels and therefore present great opportunities for collaborative research.

Pathology support for the undergraduate medical school curriculum includes medical lectures, tutorials, essay marking and MDT simulation, as well as student selected components within the pathology department. Trainees are encouraged to contribute towards undergraduate teaching.

# 4. Duties of the Post

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| (a) Job Title | Locum appointment training/Locum appointment for Service in Histopathology | |
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| (b) Location | The post will be primarily based at Ninewells Hospital | |
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| (c) Relationships | The person appointed will be responsible through the Pathology Clinical Lead to the Clinical Director (Dr Maureen Lafferty) and Associate Medical Director (Dr Sanjay Pillai).  Staffing within the Department currently comprises: | |
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| **NHS Consultant**  **(Establishment – 15 posts)** | | Dr Jamie Wilson (Clinical Lead)  Dr R Brown  Dr L Christie  Dr S Edwards  Dr AT Evans (locum)  Dr D Fleming  Dr LB Jordan  Dr NM Kernohan (locum)  Dr K McPherson  Dr S Mukhtar  Dr R Oparka  Dr J Stahle  Dr SV Walsh  Dr J Wilson |
|  | |  |
| Honorary Consultants | | Dr S White |
|  | |  |
| Specialist Trainees | | 9 |
|  | |  |
|  | |  |
|  | |  |
| Clinical Laboratory Manager/Head Biomedical Scientist | | Mr D Topping |

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| --- | --- |
| **(d) Duties of the Post** | |
| The post is available until August 2024 and training will follow the curriculum produced by the Royal College of Pathologists (2021) and the Gold Guide. Duties of the post will include routine duties in surgical biopsies, cytopathology and autopsy work. Trainees are expected to attend the teaching seminars held weekly in term time and are encouraged to attend multi-disciplinary team meetings as rotations and interests dictate. Participation in medical undergraduate teaching may also be required. The successful applicant will be assigned an Educational Supervisor with training overseen by the Training Programme Director (Dr Sarah Mukhtar). The hours of work are Monday to Friday 8.30am -4.30pm. Trainees do not participate in an out of hours service. | |
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**5. Responsibility for Record Management**

All records created in the course of business of NHS Tayside are corporate records and are public records under the terms of Public Records (Scotland) Act 2011. This includes email messages and other electronic records. It is your responsibility to ensure that you keep appropriate records of your work in NHS Tayside and manage those records in keeping with the NHS Tayside Records Management Policy and with any guidance produced by NHS Tayside specific to your employment.

# 6. Conditions of Service

The terms and conditions of your employment at the time of your appointment and until further notice will be in all respects as determined by the Cabinet Secretary for Health and Wellbeing for application to hospital medical and dental staff in the NHS in Scotland. NHS Tayside will apply any such changes to these conditions as the Cabinet Secretary may direct. Any other changes will be applied only following formal agreement within the Local Joint Negotiating Committee for Medical and Dental Staff or with your explicit personal agreement. Copies of the current national and/or local conditions may be seen on request to the Human Resource Department at Ninewells Hospital (Tel: 01382 660111).

Membership of the NHS Superannuation Scheme is not compulsory but all medical and dental staff are entitled to choose if they wish to join the scheme. Until such times as a positive option not to join the scheme is expressed, a member of staff will be regarded as a member from the first day of service. This will not affect any individual right to make alternative arrangements.

The successful candidate will be expected to reside within an approved distance of Ninewells Hospital.

**7. Further Information**

Candidates wishing to obtain further information about the post or wishing to visit the Department should contact Dr Sarah Mukhtar (Training Programme Director) at Ninewells Hospital, Dundee (Tel: 01382 660111 Ext 34635) or via email at sarah.mukhtar@nhs.scot in the first instance.

**8. Short Listing Criteria**

NHS Tayside (Acute Services Division) is committed to the principle of equality of opportunity in employment and accordingly its advertising and recruitment literature will not imply that there is a preference for any one group of applicants, e.g., by the use of discriminatory job titles or material depicting or describing certain sexual or racial groups.

In general, the short-listing process will be conducted so as to give all candidates equal consideration against defined selection criteria. The following criteria will, therefore, be applied equally to all candidates irrespective of age, sex, religion, ethnic origin or disability and avoiding judgements on the basis of assumptions or stereotypes.

The following framework is the basis for preparing the short-listing criteria for use by the Chairperson of the Appointments Committee. An alternative format may be used if this is felt to be desirable, provided that the basic principles of objectivity and equality are observed.