

Consultant in Cellular pathology

One Post

10 Programmed Activities

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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 delightful 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. Rich musical offerings range from the energetic live band scene, which has given rise to bands like The View and Snow Patrol, to classical concerts. Alternatively, traditional music can be found in warm cosy pubs in the area.

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 hiking, mountain biking, sea kayaking, and road cycling in some of the best of Scottish countryside. 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. Due to our convenient location, there is ready and easy access to both the Highlands to the north and the central belt, including Edinburgh and Glasgow, to the south.

# 2. The Hospitals

NHS Tayside includes three main hospital sites: Ninewells Hospital in Dundee, Perth Royal Infirmary in Perth, and Stracathro Hospital near Brechin. Of these, the principal hospital is Ninewells Hospital and Medical School. This is a major general 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.

There are three regional cancer networks in Scotland, and NHS Tayside is part of the North Cancer Alliance. These multidisciplinary networks help to collate data, examine quality performance indicators and variability driving collective improvements in services. There is regional service collaboration, for example in the area of small volume surgery and associated Multidisciplinary Teams (MDT). 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

## Location

The department is housed in modern laboratories within the East block of Ninewells Hospital and Medical School, very near to the main Medical School facilities. Pathology is conveniently adjacent to the Department of Genetics and the Tayside Biorepository, synergistic for growth in molecular pathology. This laboratory complex includes some of the best facilities in Scotland.

## Governance Structure and Accreditation

Pathology sits in the Specialist Services Clinical Care Group, part of the Patient Access and Assurance division, which enjoys very supportive management. This grouping also keeps us separate from the more numerical blood sciences, which is beneficial for Pathology because alongside services like Oncology and Genetics, our management aligns well with cancer pathways. We are therefore well placed to optimise mutual pathways, budgets and service improvements facilitating rapid modernisation in accordance with need. The department participates in and holds full UKAS accreditation under the latest ISO standards with robust document control delivered through Q-Pulse. The laboratory participates fully in national technical EQA schemes (NEQAS).

## The Pathology Team

The pathology department is a warm friendly working environment with a team approach to delivering the highest quality service and aiming for a culture of continuous improvement. The staff work together to provide a comprehensive diagnostic service in all aspects of histopathology, morbid anatomy and non-gynae cytopathology. The histopathology workload varies from 28,000 to 32,000 surgical pathology specimens, and 3,000 non-gynae cytology requests per annum. The department has a variable degree of consultant subspecialisation. There are 15 NHS consultant pathologists (head count) including this post, some of whom work part time. Medical management responsibilities are divided as follows:

* Dr Jamie Wilson – Clinical Lead
* Prof. Shaun Walsh – Lead for the Autopsy Service and Mortuary
* Dr Sarah Mukhtar – Training Programme Director
* Dr Jenny Stähle – Undergraduate Teaching Lead

Furthermore, consistent with a team approach, there are consultants who take lead responsibilities for the Clinical Governance, BMS dissection training, Molecular Pathology Development and Digital Pathology. Further training in areas of interest relevant to the department is very much supported, including for those interested in leadership roles.

The department keenly supports biomedical scientist (BMS) role extension and career innovation, with training in BMS dissection ongoing within the department. While we actively participate in the national BMS training school organised through the Scottish Pathology Network (SPaN), we are ambitious to move forward with this development at the pace needed. BMS dissection has been integrated within the department with one advanced practitioner in role, and a team of BMS dissectors supporting service, or undergoing training. The department is an active training department for technical trainees, with BMS career development encouraged with further training.

Non-Medical Management is provided by:

* Mr Andy Munro – Clinical Laboratory Manager
* Mrs Nicola Robson – Interim Quality Manager

The department is a pathology medical training centre, with up to nine trainees (currently eight). There are three educational supervisors working with the Training Programme Director. Trainees have high quality microscopes and digital workstations, are based centrally in the “reporting room”, with several multi-header microscopes available for teaching and case review. Pathology trainees are central to the department, and therefore participation in training is expected as an integral part of the consultant role.

## Role

### Histopathology

A colleague with an interest or commitment that sufficiently includes breast and/or gynaecological and/or gastrointestinal pathology is sought. Other interests, including a more generalised role but with sufficient support in these areas will also be considered. Prior discussion with the clinical lead and existing teams is encouraged. Further training towards a gradual assumption of the subspecialty focus would be supported for the right candidate. A less than full-time role will also be considered provided this is compatible with the key contributions of the role.

The breast pathology team supports a workload including diagnostic core biopsies generated from breast screening and symptomatic clinics, and a full range of excisional specimens, including oncoplastics. As part of the breast pathology team, shared participation in multidisciplinary team meetings is expected.

The gynae pathology team supports diagnostic and excisional biopsies generated through the cervical screening service, postmenopausal bleeding (PMB) clinics, and general gynaecological and vulval dermatology clinics. Larger benign and oncological surgical specimens are also part of the typical workload. Local surgical oncological services are present on site in Ninewells, with specialisation in robotic and bariatric surgery. Some complex gynaecological surgery is handled in NHS Grampian. A successful candidate contributing to the gynaecological pathology team would be expected to support local and regional cancer MDTs, the cervical screening colposcopy MDT and contribute to the cervical screening invasive cancer audit.

The gastrointestinal (GI) pathology team covers diagnostic and excisional specimens across upper and lower gastrointestinal tracts, as well as hepatobiliary and pancreatic surgery. Paediatric GI pathology is included. Medical liver biopsies are also part of the diagnostic workload. The pathology service supports surgical cancer services in these areas, each backed by an MDT, and is fully integrated with molecular genetics. The majority of this work is currently local, but there is development of regional MDTs and aspects of shared regional service delivery in ongoing development. A successful candidate with a commitment to the gastrointestinal team would be expected to undertake a negotiated commitment to some of these subdiscipline areas and associated MDTs, shared with others within the team.

### Cytopathology

There is exposure to a wide array of typical diagnostic cytological specimens. Cytology specimens are divided between Team A, which includes peritoneal washings, ascitic fluids, gynaecological cyst fluids, breast aspirates (though these are now rare), thyroid cytology and CSFs. Team B cytology includes urine cytology, pleural fluids, respiratory cytology, bile duct brushings, salivary aspirates, and occasional lymph node aspirates. The gynaecological cytology service has now shifted to national primary HPV screening. Aspects of this service can be discussed with current staff in post, and a contribution to diagnostic cytology is desirable. However, a commitment would be expected towards Team B cytology for those candidates pursuing a commitment to GI pathology.

### Autopsy Pathology

The department currently handles adult hospital autopsies only. There is a service level agreement with NHS Lothian for the delivery of perinatal pathology. Trainees are currently supported through additional ad hoc rotation to NHS Forth Valley. Post mortems are conducted by a four-person consultant autopsy team. Participation within the autopsy team by a candidate with the appropriate qualification would be welcomed.

## Facilities

All consultant pathologists have their own offices, and there is support available for ergonomic adaptations if needed. Throughout the department there are new digital pathology workstations running Windows 10, Microsoft Teams and installed with both digital dictation and voice recognition. There is rapid and highly reliable network connectivity. Pathologists have access to macroscopic and microscopic digital imaging. Fluorescent microscopy is also available on site. A newly refurbished MDT suite is available within the department facilitating a mix of local and regional MDT meetings with video conferencing built in. Office based MDT participation is also supported through Microsoft Teams. There is an up-to-date library within the reporting room. The Vantage specimen tracking system has been recently installed to improve process and in preparation for digital pathology.

## Modernisation

Consistent with a continuous improvement culture, current development projects are ongoing as follows:

### Digital Pathology

The department has a contract with Philips for the implementation of digital pathology, which is in year 1 of 7. One Philips SGS high-capacity scanner is on site along with an Aperio CS2. A second UFS scanner and “megablock” scanner will be delivered on year 3 under the agreement with Philips, and in line with the gradual planned transition to digital reporting over the next few years. The system has already been integrated with our laboratory IT system, and digital pathology validation is commencing. Consistent with the benefits of digital pathology, information governance agreements are being negotiated with other Scottish NHS Boards to enable cross-site engagement, consultation and training.

### Laboratory Information Management System (LIMS)

The current LIMS we use is Clinisys Labcentre with the wIntegrate user interface. While NHS Tayside is participating in a national LIMS procurement programme, an interim replacement with WinPath Enteprise is expected in the short term, in line with end of life of Labcentre.

### Molecular Pathology

We work closely with our colleagues in the Department of Genetics (adjacent to Pathology) and work is underway to develop a streamlined Integrated Molecular Pathology Service.

*Improving Undergraduate Exposure to Cellular Pathology*

To improve engagement with undergraduate medical students, exposure to pathology is being enhanced through departmental innovation, using technology to bring medical students closer to daily pathology departmental activities. Overhead cameras are being installed over trimming benches, supporting an additional pipeline for pathology teaching that synergises with digital pathology.

## Academic and Research Environment

The Department works closely with the University of Dundee Medical School and honorary University contracts are available to consultants supporting academic activities. The University has undergone rapid development on the Ninewells Hospital and Medical School campus in the recent past. A state-of-the-art Clinical Research Centre (CRC) has recently been completed, a joint venture between NHS Tayside, the University of Dundee and the Scottish Higher Education Funding Coalition. There is also a new Medical Research Institute (MRI) adjacent to the CRC. On the nearby University campus is the world-famous life sciences complex including Wellcome Trust Biocentre and the MRC Protein Phosphorylation unit.

The University of Dundee has recently recruited a new Professor of Molecular Pathology who is commencing in role imminently. We in pathology aim to work closely with the Dean of the medical school, our academic colleagues, and clinical colleagues in genetics to nurture a strong research, innovation and translational environment. The Tayside Biorepository facility opened in 2001 and is now well established in supporting local research and trials, supported by the pathology department. The department also receives resource to support clinical trials and research guided by the Tayside Medical Science Centre (TASC). All these advancements require pathologist input at many levels and therefore present great opportunities for collaborative research, which is encouraged for those who are interested.

Pathology support for the undergraduate medical school curriculum includes medical lectures, tutorials and MDT simulation, as well as student selected components within the pathology department. There is also current innovative development of virtual undergraduate teaching from the pathology department, helping to ensure undergraduates are fully aware of the reality of the pathologist’s role, see more pathology, and may consider pathology as a career. An interest in contributing to undergraduate teaching is welcomed and can be discussed with Dr Jenny Stähle, who is undergraduate lead for pathology.

# 4. Duties of the Post

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| --- | --- |
| (a) Job Title | Consultant in Cellular Pathology  |
|  |  |
| (b) Location | The posts will be primarily based at Ninewells Hospital |
|  |  |
| (c) Relationships | The persons appointed will be responsible through the Pathology Clinical Leader to the Clinical Group Director for Specialist Services (Dr William Anderson) and Associate Medical Director for Patient Access and Assurance (Dr Jason Hardy). |
| Staffing within the Department currently comprises: |
| NHS Consultants(Establishment – 15 posts by head count; includes less than full-time working) | Dr L Christie Dr R Brown Dr S EdwardsDr AT Evans (Retire & Return Locum)Dr D Fleming Dr C HillProf. LB JordanDr NM Kernohan (Retire & Return Locum)Dr K McPhersonDr S Mukhtar Dr R Oparka Dr J Stahle Prof. SV WalshDr JA Wilson Dr JS Wilson (Clinical Lead)1x Vacancy (this post) |
|  |  |
| Honorary Consultant | Dr S White (H&N) |
|  |  |
| Specialty Trainees  | Up to 9 (currently 8) |
| Clinical Laboratory Manager**/**Head Biomedical Scientist | Mr A Munro |
| (d) Duties of the Post |
|  |
| 1. | **Role** – A colleague with an interest or commitment that sufficiently includes breast and/or gynaecological and/or gastrointestinal pathology is sought. Other interests, including a more generalised role but with sufficient support in these areas will also be considered. Prior discussion with the clinical lead and existing teams is encouraged. Further training towards a gradual assumption of the subspecialty focus would be supported for the right candidate. A less than full-time role will also be considered provided this is compatible with the key contributions of the role.The breast pathology team includes contributions from three pathologists and supports a workload including diagnostic core biopsies generated from breast screening and symptomatic clinics, and a full range of excisional specimens, including oncoplastics. As part of the breast pathology team, shared participation in multidisciplinary team meetings is expected.The gynae pathology team is supported by two pathologists managing and reporting diagnostic and excisional biopsies generated through the cervical screening service, postmenopausal bleeding (PMB) clinics, and general gynaecological and vulval dermatology clinics. Larger benign and oncological surgical specimens are also part of the typical workload. Local surgical oncological services are present on site in Ninewells, with specialisation in robotic and bariatric surgery. Some complex gynaecological surgery is handled in NHS Grampian. The successful candidate would be expected to support local and regional cancer MDTs, the cervical screening colposcopy MDT and contribute to the cervical screening invasive cancer auditThe GI pathology team cover oncological specimens, MDTs, paediatric biopsies and medical liver biopsies cover across five pathologists, dependent upon their areas of focus. A successful candidate with a commitment to GI working would be expected to contribute to areas of need within this. The GI team is part of a broader “Team B” which supports a more generalised pathology specimen workload through a rota of trims (assisted by BMS dissection), small biopsies, and an urgent duty rota. While GI predominates, other subspecialty areas covered by the team including lung, head and neck, urological, and soft tissue pathology. Depending on the other agreed commitments, a successful candidate supporting GI pathology would also support these areas of Team B (recognising that this excludes larger oncological specimens covered by those with the commensurate subspecialty interest). Team B consultants undertake a daily consensus meeting alongside trainees, ensuring an opportunity to discuss more challenging cases, cases that require consensus diagnosis, and to provide ongoing educational opportunity. |
|  |
| 2. | Presentation of pathological images and relevant data at multi-disciplinary team meetings. |
|  |
| 3. | Work flexibly with other members of the multi professional team. |
|  |  |
| 4. | Work with NHS Tayside Partnership Organisations  |
|  |  |
| 5. | Undertake the administrative duties associated with the diagnostic workload and the running of the department. |
|  |  |
| 6. | Participate in management by supporting the Clinical Leader, Clinical Laboratory Manager and the Patient Access and Assurance Division administration. |
|  |  |
| 7. | Work flexibly with colleagues in any future discussions regarding allocation of duties, and to ensure service resilience. |
|  |  |
| 8. | Participate in appropriate External Quality Assurance Schemes (EQA) and Proficiency / Interpretative Assessments relevant to areas of diagnostic practice. |
|  |  |
| 9. | Participate in Job Planning, Appraisal and Revalidation (Re-licensing and Re-certification). |
|  |  |
| 10. | Participate in the training and supervision of trainee pathologists |
|  |  |
| 11. | Where job planning allows, contributing to undergraduate and postgraduate training and examinations as agreed between the NHS Tayside and the University of Dundee. Teaching commitments will be agreed with the Clinical Lead in consultation with the Undergraduate teaching lead for Pathology. Supporting professional activity time will be allocated accordingly. |
| 12. | Where the agreed Job Plan allows, participate in audit, clinical governance activity and research. Supporting professional activity time will be allocated accordingly. |
|  |
| The person appointed may be offered an Honorary appointment with the University of Dundee. |

## Outline Job Plan

A basic annualised job plan template is outlined in the table below:

|  |  |  |  |
| --- | --- | --- | --- |
| Type of Activity | Description | Avg. Hrs/week | Number PAs/week |
| ****Direct Clinical Care**** |
| ****Clinical diagnostic work**** | Dissection and Reporting | 24 | 6 |
| ****MDT preparation and delivery**** | Reviewing slides and reports in preparation for the MDT. Recording MDT audit paperwork following the MDT. | 4 | 1 |
| ****Admin**** | Patient Admin / discussion with clinicians etc | 1.5 | 0.4 |
| ****Clinical consensus**** | Multi-header consensus meetings and individual specialist opinions | 2.5 | 0.6 |
| ****Supporting Professional Activities**** |
| ****Core SPA**** | Job planning, appraisal, audit, revalidation, CPD​ | 4 | 1 |
| ****Other SPA**** | Formal postgraduate and undergraduate teaching, educational supervisor roles, research support, management, etc. subject to discussion, candidate interests and delegated responsibilities available within the department | 4 | 1 |
| ****Additional NHS Responsibilities**** |
| ****Not part of this role****  | **Any specific roles or interests can be discussed at job planning** |  |  |
| ****External Duties**** |
| ****Not part of this role****  | **Any specific roles or interests can be discussed at job planning** |  |  |

As part of a teaching and training department it is anticipated that candidates will have additional interests in teaching, training, research, service development and clinical leadership. Therefore, in line with the wider organisation, all job planning includes a 2 SPA: 8 DCC split. The successful candidate will be expected to work with NHS Tayside’s Partnership Organisations in the delivery of NHS work.

# 6. 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.

# 7. 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.

# 8. Further Information

Candidates wishing to obtain further information about the post or wishing to visit the Department should contact Dr Jamie Wilson (Clinical Lead for Pathology), or Mr. David Topping (Clinical Laboratory Manager for Pathology) at Ninewells Hospital, Dundee (Tel: 01382 660111 Ext: 36409; Direct Dial: 01382 496409) or via email at jamie.wilson@nhs.scot and Andy.Munro@nhs.scot in the first instance.

Arrangement can also be made to visit Dr William Anderson, Clinical Group Director for Specialist Services within Patient Access and Assurance, Ninewells Hospital, Dundee Tel: 01382 660111 or email William.Anderson2@nhs.scot

## SHORTLISTING CRITERIA FOR APPOINTMENT OF CONSULTANT MEDICAL AND DENTAL STAFF

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 Clinical Leader in conjunction with 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. In addition to the below, if you have appropriate specialist training and experience but are not listed on the GMC Specialist Register you can be considered for a Locum Consultant post (up to 12 months). Whilst in locum employment, you can apply to obtain a CESR / CESR (CP) and enter onto the Specialist Register.

|  |  |  |
| --- | --- | --- |
| ESSENTIAL | DESIRABLE | METHOD OF EVALUATION |
| Medical degree FRCPath or EquivalentApplicants must be on the Specialist Register for Histopathology or be within 6 months of the anticipated award of a CCT or CESR(CP) at the time of interview. Full GMC registration with a license to practice and Specialist Registration in an appropriate specialist are.  |  | Application/Interview |
| 5+ years training in pathologyWide experience in diagnostic pathology  | Evidence of relevant experience in subspecialty area(s) particular to the role | Application / Interview |
| Skills in line with service requirements of the post detailed herein (see ‘Duties of the Post’ and ‘Outline Job Plan’)  |  | Application / Interview / References |
|  | Undergraduate teaching experience desirable | Application / Interview /References |
|  | Interest in research desirable | Application/ Interview |
| Evidence of having completed, or attended a relevant management course, or evidences relevant clinical managerial experience |  | Application / Interview / References |
| Other:(e.g. travel across Tayside) |  | Interview |