Job Description

Appointment of Full Time
10 sessions - 37.5 hours per week

CONSULTANT in CELLULAR PATHOLOGY

Base: Glangwili General Hospital

Job Reference: 100-X-DIA131213-01

Anticipated Start Date: Immediate

SPECIALITY CONTACT FOR ENQUIRIES ABOUT THIS POST
Dr John Murphy Clinical Director Pathology
Tel 01267 227527

Links to Additional Information

Hywel Dda University Health Board Homepage http://www.hywelddahb.wales.nhs.uk/
Our 10 pledges http://www.wales.nhs.uk/sitesplus/862/page/53848
Useful Links http://www.wales.nhs.uk/sitesplus/862/page/46875

Medical Training/Careers in Wales http://www.doctortrainingwales.tv/
Wales, the Smart Choice www.walesthesmartchoice.co.uk
NHS Employers website http://www.nhsemployers.org/Pages/home.aspx

Medical Staffing Department, Prince Philip Hospital, Dafen, Llanelli SA14 8QF
Tel 01554 783276 / Fax 01554 783278 / Email Tracey.Morgan3@wales.nhs.uk
Introduction

This is a replacement post and you will join colleagues in a very dynamic and forward looking Cellular pathology Service.

Office accommodation, secretarial support and full IT facilities including access to intranet and internet will be provided.

Hywel Dda Health Board is one of seven acute Health Boards in Wales.

This post comes during a period of Health Board-wide service reviews, including a comprehensive reconfiguration of services for the Cellular Pathology Service in West Wales. The aim is to provide a spectrum of flexible and responsive services for the Cellular Pathology Service across the Health Board, encompassing:

- Development of a comprehensive Diagnostic Cellular Pathology Service across Health Board based at Glangwili General Hospital
- Effective leadership to multidisciplinary staff members of the unit
- Development of teaching, training and research within the Organisation

The potential for Health Board-wide developments and a closer liaison with primary care and social services is substantial and exciting. A major expansion in undergraduate medical student teaching is planned.
JOB DESCRIPTION

Title: Consultant Cellular Pathologist

Professionally responsible to: The Medical Director

Managerially accountable to: Clinical Director Pathology & Pathology Services Manager with ultimate accountability to the Chief Executive

This appointment is Health Board wide, with your principal place of employment being Glangwili General Hospital.

The Clinical Strategy of the Health Board is under constant development and the job holder may be required to undertake different duties agreed at the time of appointment.

PATHOLOGY SERVICES.

Within the Hywel Dda Health Board, Pathology Services sit within the Unscheduled Care Directorate. The Pathology Service across the Health Board is professionally led by Dr John Murphy, Clinical Director Pathology. The Unscheduled Care Directorate includes Medicine, Cancer, Radiology and Pathology.

The Pathology Departments across the Health Board provide laboratory led services in Histo/Cytopathology (Cellular Pathology), Chemical Pathology, Haematology and Microbiology. Immunology services are part of the Haematology laboratory service. The Consultant (clinician) Microbiology service is provided by Public Health Wales with the laboratory services in all but Withybush General Hospital, which is a NHS service, provided by Public Health Wales. The respective Pathology Departments across the Health Board are working together and are professionally led by Chief Biomedical Scientists in the respective departments. Plans to develop a combined Chemical Pathology and Haematology service with a single department of Blood Sciences are progressing. Phase 1 renovation and refurbishments developments on the Withybush and Prince Philip sites have facilitated the move to a single Blood Sciences service. Each of the laboratory Services have a named clinical and scientific head of department. The service is supported by a Pathology Services Manager, a Quality Manager and a Training and Development Officer.

Currently Dr John Murphy is the Clinical Lead for Histopathology, Cytopathology and Mortuary services across the Hywel Dda Health Board. Dr John Murphy is also Designated Individual (DI) for Human Tissue Authority (HTA). The Pathology Services Manager is Mrs Andrea Stiens who is responsible to the Executive Operations Manager in the Health Board, and works with Dr Murphy, Clinical Director, to manage overall clinical strategy and the budget in Pathology.

The Histopathology services are centralised in Glangwili Hospital with all processing and grossing of specimens taking place there while specimen reception centres are located in Withybush General Hospital, Prince Philip Hospital and Bonglais Hospital. Cytopathology processing areas are located in Prince Philip Hospital and Withybush General Hospital and the main mortuary facility is in Glangwili Hospital where all autopsies are performed with body stores on the Prince Philip and Withybush General Hospital sites. There is one scientific head of department Ms Helen Thomas. She is responsible for the day to day service and budgetary management across the service with named specialist Biomedical Scientists (Band 7) responsible for the different sections to include cytopathology and mortuary.
Currently Haematology/Blood Transfusion/Immunology and Chemical pathology are technically managed with cross Health Board Biomedical Scientists (Band 8) and accountable departmental and section leads within departments and respective sections on each hospital site. There are Clinical Service Leads in Haematology and Chemical Pathology in each Hospital.

Microbiology services are provided with a Service Level Agreement by Public Health Wales in Glangwili General Hospital, Prince Philip Hospital and Bronglais General Hospital. The service at Withybush General Hospital, since 1st April 2012 is clinically managed by Public Health Wales, is part of the Pathology service provided directly and managed by Hywel Dda Health Board with the service technically managed by a Band 8 Biomedical Scientist. The microbiology service at Withybush service is managerially accountable to the Pathology Services Manager and to the Director in Pathology, Dr John Murphy. As the clinically led service has only recently begun to be provided by Public Health Wales, it is hoped Public Health Wales will eventually provide the clinical and laboratory service across all the hospitals within the Health Board.

The Management arrangements conform to those of the Strategic Review of Pathology Services (NHS Executive, 1995) and WHC(IS)27. The Pathology Services work in line with the expectations of the National Pathology Framework 2008 (ISBN 978 97504 4828 4) and to the Future Delivery of Pathology Services in Wales 2008 (ISBN 978 97504 4829 1). All Health Boards support the aims of the documentation by working together in a strategic Pathology Collaborative which has both medical and scientific representation from all Health Boards and Public Health Wales.

**DEPARTMENTAL INFORMATION**

**General**

Strategically the cellular pathology services are provided using a hub and spoke model for service delivery with Glangwili being the hub and processing centre for histopathological specimens. Consultants in cellular pathology, work as a team, which will allow the development of subspecialisation, based in Glangwili General Hospital, Carmarthen.

**Cellular Pathology – Consultant staffing in Hywel Dda Health Board**

1: Dr John Murphy (10 sessions)
2: Dr Christopher Simpson (8 sessions)
3: Dr Daniel Housa (10 sessions)
4: Dr Petya Nedeva (10 sessions)
5: Dr Leonid Semkin (10 sessions)
6: Dr Lakshmi Nair (6 sessions)
7: Vacancy (10 sessions) locum in post
8: Vacancy
9: Vacancy

**Prince Philip Hospital / Glangwili General Hospital**

The service is provided from both hospitals housed in buildings integral to each hospital in close proximity to the departments of Microbiology, Chemical Pathology and Haematology. In 2013 the processing of specimens was centred to the Glangwili Hospital site where now all processing is carried out for all specimens generated across the Health Board. In the past the hospitals have held conditional CPA Accreditation, now lapsed but application for ISO 15189 is planned for October 2015.

With the centralisation of laboratory facilities to Carmarthen and the successful recruitment of Consultants, it is hoped that the accreditation status will be resolved especially since the opening of the new modern mortuary facility on the Glangwili General Hospital site.

The processing laboratory in Glangwili Hospital provides centralised services in both immunohistochemistry and immunofluorescence.
A new Mortuary/Autopsy suite/Relatives' Services Facility opened in early 2011 on the Glanwgili site. This is a replacement facility for the Glanwgili General Hospital and with future proofing now acts as the autopsy suite for the Health Board with satellite body stores in the other three hospitals.

Withybush General Hospital

The department is housed in a modern building within the hospital and in close proximity to departments of Microbiology, Chemical Pathology and Haematology and is a specimen reception as well as a processing unit for non-gynaecological cytological specimens only. The laboratory has held full laboratory accreditation with CPA (UK) Ltd which is now lapsed due primarily to Health Board reforms which has allowed reorganisation and modernisation of the laboratory services. Cross Health Board ISO15189 application is now planned.

Non Consultant Staffing

Biomedical Scientist (WTE)

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WORKLOAD

HYWEL DDA HEALTH BOARD

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GLANGWILI GENERAL HOSPITAL

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WITHYBUSH GENERAL HOSPITAL

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PRINCE PHILIP HOSPITAL
* During 2011 the reporting of screening cytology for Cervical Screening Wales (CSW) was centralised to ABMU Health Board, this is in line with the National Cervical Screening Programme policy.

Currently surgical/cytology specimens from the 4 hospital sites are recognised by unique labelling but a common labelling system is planned for the future and in line with the roll out of the All Wales Laboratory Information System (LIMS). Approximately 10-15% of histological specimens come from general practitioners. The majority of autopsies are at the request of H M Coroner with on average less than 5 consented autopsies per year across the Health Board.

HER2 testing in Breast Cancer is provided together with molecular (FISH) testing from the laboratory in Singleton Hospital, Swansea (Abertawe Bro Morganwg University Health Board). Molecular pathology related to lymphoma diagnosis is provided as part of The All Wales Lymphoma Panel from the laboratory at University Hospital Wales. A comprehensive Molecular testing repertoire is provided by the All Wales Molecular Laboratory based in University Hospital Wales Cardiff.

Neuropathology is referred to Cardiff. All Paediatric Pathology including autopsies is referred to Paediatric Pathology at Cardiff. Currently there are no facilities for routine molecular pathology within Hywel Dda Health Board

AUTOPSIES

The Health Board holds one licence with Human Tissue Authority (HTA) with Glangwili Hospital as the main site and satellite sites at Withybush General Hospital and Prince Philip Hospital. The majority of autopsies are at request of HM Coroner and his jurisdictions (Carmarthenshire – Glangwili General Hospital and Prince Philip Hospitals, Pembrokeshire – Withybush General Hospital) Currently autopsies from the Ceredigion – Bronglais General Hospital are directed to Shrewsbury hospital at the discretion of HM Coroner. Forensic autopsies are referred by the individual Coroner to the Forensic/Medicolegal Department in Cardiff.

Autopsies performed at the request of HM Coroner are not part of the NHS Consultant contract and are performed outside of contracted time. As all autopsies are performed during normal office hours individual Consultants are expected to make allowance for time spent within their sessional contracted time by appropriate ‘time-shifting’

CYTOLOGY

Since April 2012 the ABMU Health Board has led the delivery of a cytology receipt, processing and reporting service to Cervical Screening Wales for the South West region.

A large number of cytological specimens including endoscopic ultrasound guided fine needle aspiration specimens (EBUS) and fluids, other than those cytological specimens received from the Cervical Screening programme, are sent to the departments in each Hospital. Those specimens are shared among all the consultants who wish to report cytological specimens.
SCREENING PROGRAMMES

Bowel Screening Wales

The Health Board is a centre for Bowel Screening Wales. Currently six of the Consultant Cellular Pathologists participate in the bowel screening programme and report on specimens. Those contributing to the screening programme are expected to participate in the National Bowel Screening EQA scheme and to attend scheduled training days and meetings.

Breast Screening Wales

The hospitals within the Health Board do not participate in the Welsh Breast Screening and tumour detection programme. The Breast Surgery departments operate on patients with screen detected cancers.

LABORATORY INFORMATION MANAGEMENT SYSTEM

The Pathology departments’ laboratory information management system (LIMS) has been provided by Isoft/Telepath software. All departments, aside from Cellular Pathology, have transferred to the new LIMS provided by Intersystems/Trak Care. It is envisaged Cellular Pathology departments in Wales will transfer to the new LIMS in 2015/2016 with a planned date for Hywel Dda Health Board in 2015. This will in turn allow for proforma reporting and updating of SNOMED coding. Currently the cross Health Board laboratory based system supports archival material from 1990.

Any applicant who is unable, for personal reasons, to work full-time will 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.

SECRETARIAL SUPPORT AND FACILITIES

Secretarial support to Consultant Cellular Pathologists is available with a dedicated secretary for each clinician. Secretarial support is based on 0.5 secretaries to each consultant. The appointees will be provided with a suitable dedicated office space and a personal computer. The appointees will be provided with a modern consultant microscope of high specification. The consultants will have access to all previous pathology records on computer while the hospital information system allows access to radiology and wider patient information. Facilities for image capture and photography are available in the cut up / grossing areas.

MAIN DUTIES AND RESPONSIBILITIES

Principal duties

The principal duty of this post is provide a comprehensive clinical service to patients within the Hywel Dda Health Board area and Health Community.

Provision of a consultant advisory histopathology, cytopathology and post mortem service covering all aspects of laboratory investigation including the interpretation of results and advice on further appropriate investigations.

The appointment is to the Hywel Dda Health Board and appointees will be expected to adhere to all Hywel Dda Health Board policies.

Comply with principals of good medical practice as issued by General Medical Council.

Ensure that patient confidentiality is maintained at all times.
To be responsible and managerially accountable for the reasonable and effective use of any Health Board resources that you use and influence.

To be professionally accountable to the Medical Director.

To be managerially accountable for all their activities related to health care provision.

Consultants are encouraged to participate in management and to consider management roles in the Health Board.

Participate in the Health Board statutory and mandatory training programmes

Contribute to and participate in postgraduate and continuing medical education activities locally and nationally.

Participate in and contribute to departmental audit.

Participate in clinical audit, multidisciplinary team meetings, appropriate research and education and continuing professional development.

To maintain personal professional development, the post holder will be expected to register with the Royal College of Pathologists for the purpose of continuing professional development and to fulfil the requirement of that registration. The study leave allowance is currently 30 days over a 3 year period

To cooperate in any agreed framework for management arrangements within the Health Board.

To participate in Clinical Governance arrangements across the Health Board.

To participate in annual consultant appraisal and job planning reviews.

To comply with Health Board Policies and Procedures where appropriate.

Ensure that all intellectual property rights of the Health Board are observed.

Responsibilities

Currently head of department is Dr John Murphy. With full consultant recruitment it is envisaged appropriate clinical laboratory lines of accountability and responsibility will be developed. Managerial accountability is to Clinical Director Pathology and ultimately accountable to the Chief Executive.

It is to be accepted that resources of the Health Board are finite and that all changes regarding workload or developments requiring additional resources must have prior agreement through the Health Board management arrangements.

Private practise or other work outside the hours contracted for this post is permitted subject to that work not having a detrimental effect on the services you are required to provide under the terms of the contract.

The successful candidate will be expected to hold FRCPPath or show evidence of equivalent supervised training and experience in the specialty and must be included on the Specialist Registrar of the General Medical Council or be eligible for registration within six months of interview

The successful candidate is required to be fully registered with a licence to practise with the General Medical Council throughout the duration of his or her employment and the carry out his or her duties in line with General Medical Council good practice.

All Consultants are encouraged to be a member of a Professional Insurance scheme.
DIVISION OF WORK AND JOB PLAN

All consultants, according to Contract of employment, will share equally in the work of the department. The rota of work will be mutually negotiated and agreed between Consultants. There should be mutual agreement with prospective cover for arrangement of annual and study leave. Within the Consultant contract in Wales the job plan has sessional commitment to 7 sessions of Direct Clinical Care and 3 sessions of Supporting Professional Activity where a session is on average 3.75 hours. The sessions for Supporting Professional activities must be line with Health Board and personal needs. It is assumed that one of the three sessions is accounted for being an appraiser, audit lead, health care champion or other responsible role. A sample work programme is attached.

Job Plans are reviewed annually and mutually agreed with the Clinical Director or clinical head of department and the Manager. The Job Planning review accordingly informs the annual consultant appraisal. In cases where it is not possible to agree a Job Plan, either initially or at annual review, the appeal mechanism will be as described in the Amendment of the National Contract in Wales.

EDUCATION & CONTINUING PROFESSIONAL DEVELOPMENT

To fulfil Revalidation requirements as outlined by the General Medical Council all appointees will be expected to participate in Continuing Professional Development, ideally with registration with an appropriate Continuing Professional Development scheme such as that coordinated by the Royal College of Pathologists. Furthermore appointees will be expected to participate in relevant Clinical Audits, Quality Assurance Schemes and Proficiency testing. The Hywel Dda Health Board supports the concept of Continuing Professional Development and supports all consultants to participate in appropriate activities by providing time and resources. A centrally funded sabbatical scheme for Consultants in the NHS in Wales is part of the revised Consultant Contract. Where appropriate the Pathology Department will support individual Consultants interested in sabbatical leave where the purpose complements the needs of the service and the strategy of the Health Board. A regular All Wales Consultant slide circulation educational scheme and series of lectures and workshops by leaders in their field is coordinated from the Pathology department at University Hospital Wales in Cardiff. The Hywel Dda Health Board encourages Consultants to participate in this valid educational process.

RESEARCH AND DEVELOPMENT with TEACHING

Where necessary opportunities for Research and Development can be arranged and programmed in the appointees’ job plan. Multidisciplinary Research and Development is encouraged and supported within the Health Board. Opportunities to support scientific staff with postgraduate qualifications and research are available. Currently formal undergraduate teaching is not part of the job plans of the Consultants but with full recruitment this can be negotiated with all the consultants and appropriately protected within the job plan of an individual Consultant. Historically due to the multi site service in West Wales there have been no trainees within the departments. With full recruitment this can be further negotiated and arranged with the Deanery.

A Graduate entry School of Medicine is located at Swansea with the school housed in the newly built Institute of Life Sciences opened in 2007. The facilities offer opportunities in teaching and research. A local Hywel Dda Health Board multispeciality research centre has been established on the Prince Philip site with Dr Keir Lewis, Consultant Respiratory Physician, as Director. Currently the consultants in Pathology in Hywel Dda Health Board are not involved with the Medical School but any expressions of interest could be further explored in discussion with the appropriate academic staff of the school.

QUALITY ASSURANCE PROGRAMMES

A general slide circulation external quality assurance scheme (EQA) is coordinated and organised by the Pathology department at University Hospital Wales Cardiff. All Consultants are expected to participate in this scheme.

Bowel Screening Wales expects reporting Consultants within the screening programme to participate in an EQA scheme coordinated by Bowel Screening in England.
Interested Consultants are encouraged to also participate in National EQA schemes especially in their fields of interest and organised by accredited groups.

**OTHER DUTIES OF THE POST.**

**Learning Organisation**

To be involved in and actively manage complaints and any medico legal claims in their area of practice, management of serious incidents and responsibility for sharing any organisational learning from these

**Patient Safety**

To work actively to reduce unintended harm to patients

To contribute actively to the content areas of the 1000 Lives Campaign and any other subsequent patient safety campaign

To adhere to the Health Board’s Clinical Incident Policy

**Personal Development**

To attend accredited conferences and meetings to update personal level of clinical practice, teaching and management skills in line with CME requirements

To participate in an annual Job Planning Review process

To participate in the Health Board's Annual Appraisal process

**Management**

To provide medical information for the development of systems appropriate for Health Board needs

To participate in departmental consultant and senior staff meetings

To attend other departmental, Divisional and Health Board meetings as necessary

To attend regional and national meetings as necessary

To undertake all work in accordance with Health Board procedures and operating policies

To work within the financial and other restraints decided upon by the Health Board. Additional expenses of any kind will not be committed without the approval of the appropriate manager/budget holder.

To co-operate with local management in the efficient running of services and an expectation to share with consultant colleagues in the medical contribution to management. In addition, it should be noted that a system of Clinical Directorship is in operation and close liaison with appropriate colleagues will be required

To ensure that arrangements are in place for adequate medical staff to be available in relation to the treatment and care of patients

The post holder has a general duty of care for their own health, safety and wellbeing and that of work colleagues, visitors and patients within the hospital. This statutory duty is in addition to any specific risk management or clinical governance accountabilities associated with the post.

Finally, the post holder is expected to:

Observe the rules, policies, procedures and standards of Hywel Dda University Health Board together with all relevant statutory and professional obligations

Observe and maintain strict confidentiality of personal information relating to patients and staff
Be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues

**MANAGEMENT AND GOVERNANCE ARRANGEMENTS**

Pathology Services are managed in accordance with the Strategic Review of Pathology Services, NHS Executive 1995 (section 4) and WHC(IS)27. Current head of service for Cellular Pathology is Dr John Murphy. It is envisaged with the appointment of all consultants that there will be a rotational clinical lead for Cellular Pathology services across the Health Board. This will then allow facilitation and development of personal management skills.

Continuing Professional development (CPD) of all medical staff including Consultants is a priority of the Health Board. There is full support, both in time and finance, for appropriate CPD relevant to the organisation and the individual Consultant. The opportunity to take Sabbatical leave is available as outlined in the Welsh National Consultant contract.

**CANCER SERVICES**

**South West Wales Cancer Network**

There are three cancer networks in Wales. The South West Wales Cancer Network includes the areas covered by Abertawe Bro Morgannwg University Health Board and Hywel Dda Health Board. Network Advisory groups in all specialties and Cancer areas advise the Network and develop care pathways in accordance with best practice and guidelines for cancer patients. The groups are also instrumental in advising the network on service development and clinical priorities.

**Cancer Multidisciplinary Teams.**

In line with National guidelines multidisciplinary teams, which include disparate professional groups and include Cellular Pathologists as core members, meet regularly to discuss the diagnoses and clinical management of all newly diagnosed cancer patients within the Hywel Dda Health Community.

There are currently 8 multidisciplinary groups related to specific Cancer sites and it is envisaged that an individual Consultant will take responsibility for Pathology input to each group guaranteeing a 100% presence of a Consultant Pathologist at the respective meeting. With a full Consultant establishment it is hoped to develop Consultant groups with special interest areas to support the multidisciplinary teams.

**Location of the Post**

The principal place of work for this post is currently Glangwili General Hospital Hospital, Carmarthenshire. The post holder will generally be expected to undertake their programmed activities at the principal place of work or other locations agreed in the Job Plan. Exceptions will include travelling between work sites and attending official meetings away from the workplace. A planned and cost effective approach is expected, and is included in the DCC sessional allocation.

**Review**

This job description will be regularly reviewed. It is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post holder.

**Consultant Development Programme**

This programme is specifically designed to meet the needs of newly appointed consultants, and offers a current and future focus by

- developing you as a senior leader, to enable you to effectively contribute to Hywel Dda and its future direction.
• Enhancing your capability as a senior leader and to support you to deliver organisational priorities
• build capacity for the future, by aligning current priorities with planning for delivering future service.
• delivering development aimed at consultants, enabling you to translate the NHS Medical Leadership Competency Framework (MCLF) behaviours into practice

The programme has been designed to support new Consultants to achieve the competencies required from the Medical Leadership Competency Framework (MCLF). This framework has been included within the NHS Leadership Framework (LF), and as such is consistent in its language and approach.

In addition, the programme offers:
• membership of an action learning set for the duration of the programme
• have access to diagnostic tests to support identification of individual learning and development needs, including the LF 360° self-assessment
• the opportunity for Academic accreditation (tbc)
• access to an executive coach
• opportunity to meet with the Chief Executive and Chair of Hywel Dda
• access to the Hywel Dda quarterly leadership forum
• invite to join the senior leadership programme’s master classes
A mentorship Scheme is also being finalised within the Health Board to which all newly appointed Consultants will be allocated a Mentor

Details for Visiting

Those wishing to discuss the post informally in the first instance, or visit the department are encouraged to contact:

Dr John Murphy, Consultant Pathologist
Clinical Director Pathology
Glangwili General Hospital
Tel: 01267 227527

Shortlisted candidates will be encouraged to visit and contact Professional Panel Members – details of these will be available to shortlisted candidates when panel is confirmed

Please note that pre-interview visits to other AAC panel members are neither required nor expected.
A candidate for a consultant appointment shall not be reimbursed for more than three attendances. Where an authority invites such a candidate to attend prior to short-listing, it may reimburse the candidate’s expenses provided that he or she is subsequently shortlisted, but not otherwise. In the case of candidates travelling from abroad, travelling expenses are payable only from the point of entry into the United Kingdom.
Provisional Job Plan

Actual DCC/SPA split will be discussed and agreed with the successful applicant in the light of their individual agreed SPA needs. Also the successful candidate will be allocated 0.5 SPAs per week in their first 12 months to participate on our Consultant Leadership Programme (As required paragraph 30a of the Terms and Conditions of Service)

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<tr>
<td>Thursday</td>
<td>AM</td>
<td>Glangwili Hospital</td>
<td>Share in the diagnostic Histopathology and Cytopathology service with colleagues. Support Cancer Multidisciplinary team meetings</td>
<td>DCC</td>
<td>1.00</td>
</tr>
<tr>
<td></td>
<td>PM</td>
<td>Glangwili Hospital</td>
<td></td>
<td>SPA</td>
<td>1.00</td>
</tr>
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<td></td>
<td>DCC</td>
<td>1.00</td>
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</tbody>
</table>

TOTAL Sessions 10.00

<table>
<thead>
<tr>
<th>Sessions</th>
<th>No. of Sessions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Direct Clinical Care (DCC)</td>
<td>7</td>
</tr>
<tr>
<td>Supporting Professional Activities (SPA)</td>
<td>3</td>
</tr>
<tr>
<td>TOTAL SESSIONS</td>
<td>10.00</td>
</tr>
</tbody>
</table>
## Person Specification

### CONSULTANT CELLULAR PATHOLOGIST

<table>
<thead>
<tr>
<th>Requirements</th>
<th>Essential</th>
<th>Desirable</th>
<th>Measurable by</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Qualifications</strong></td>
<td>Full and specialist registration (and a licence to practise) with the General Medical Council (GMC) (or be eligible for registration within six months of interview)</td>
<td>Relevant Higher Degree e.g. MD; PhD; MSc</td>
<td>Application</td>
</tr>
<tr>
<td></td>
<td>Holder of Certificate of Completion of Training (CCT), or within six months of award of CCT or equivalent by date of interview</td>
<td>- Experience of NHS</td>
<td>Application/ Interview</td>
</tr>
<tr>
<td></td>
<td>- Valid Certified Advanced Life Support Skills</td>
<td>- Wider experience, research and training in providing sub specialty service</td>
<td>Interview</td>
</tr>
<tr>
<td><strong>Clinical Experience</strong></td>
<td>- Broad based experience</td>
<td>- Evidence of above average performance</td>
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<tr>
<td></td>
<td>- Knowledge of UK hospital systems (or equivalent)</td>
<td>- Additional clinical qualification(s)</td>
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<tr>
<td></td>
<td>- Knowledge and participation in CPD</td>
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<tr>
<td></td>
<td>- Able to apply knowledge</td>
<td></td>
<td></td>
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<tr>
<td></td>
<td>- Safe and effective written and verbal communication skills</td>
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<tr>
<td></td>
<td>- Knowledge and experience of communicating bad news</td>
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<td></td>
<td>- Meet the requirement of the GMC’s “Good Medical Practice”</td>
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<tr>
<td><strong>Clinical Governance</strong></td>
<td>- Evidence of participation in clinical audit and understanding role of audit in improving medical practice</td>
<td>- Knowledge of risk management</td>
<td>Application/ Interview</td>
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<tr>
<td></td>
<td>- Comprehension of core philosophy and building blocks of Clinical Governance</td>
<td>- Knowledge of annual job planning/appraisal review process</td>
<td>Interview</td>
</tr>
<tr>
<td><strong>Research</strong></td>
<td>- Experience and knowledge of critical appraisal of evidence so as to improve clinical outcomes</td>
<td>- Evidence of initiating, progressing and concluding research projects with publication</td>
<td>Application/ Interview</td>
</tr>
<tr>
<td><strong>Teaching</strong></td>
<td>- Evidence of organising programmes and teaching medical students and junior doctors</td>
<td>- Organisation of further teaching programmes in medical education</td>
<td>Application/ Interview</td>
</tr>
<tr>
<td></td>
<td>- Willingness to teach all grades of professional multidisciplinary staff</td>
<td>- “Training the Trainers” experience</td>
<td>Interview</td>
</tr>
<tr>
<td><strong>Management</strong></td>
<td>- Knowledge of the management and structure of the NHS</td>
<td>- Evidence of management training</td>
<td>Application/ Interview</td>
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<tr>
<td></td>
<td>- Willingness to participate in clinical management</td>
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<tr>
<td><strong>Personal Qualities</strong></td>
<td>- Ability to cope with stressful situations and undertake responsibility</td>
<td>- Evidence of leadership attributes</td>
<td>Interview</td>
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<tr>
<td></td>
<td>- Excellent interpersonal skills and team-working skills</td>
<td>- Motivational skills</td>
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<td></td>
<td>- Ability to work as part of a multidisciplinary and multi-agency team and alone</td>
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<td></td>
<td>- Ability to work flexibly in response to the changing needs of Geriatric Service</td>
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<tr>
<td><strong>Other Requirements</strong></td>
<td>- All applicants to have demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues</td>
<td></td>
<td>Application/ Interview</td>
</tr>
<tr>
<td></td>
<td>- Satisfactory Immigration Status</td>
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<tr>
<td></td>
<td>- Satisfactory Health Clearance</td>
<td></td>
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<td></td>
<td>- Satisfactory Declaration, Enhanced Disclosure Check</td>
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<td></td>
<td>- Ability to fulfil all duties of post, including on-call commitments and travel to meet requirements of the post</td>
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