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**University Hospitals of
Morecambe Bay**
NHS Foundation Trust

JOB DESCRIPTION

Job Title:	Haematology Doctor
Department/Ward:	Clinical Haematology
Band:	Trust Speciality Doctor
Care Group:	Medicine
Responsible to:	Clinical Lead
Accountable to:	Clinical Lead

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<p>JOB SUMMARY:</p>	<p>This is a new post for a full-time Haematology Speciality Doctor to join our team of 5 Consultants at University hospitals of Morecambe Bay Trust.</p> <p>The post holder will play an important medical role in the delivery of care to inpatients and outpatients within University Hospitals of Morecambe Bay. The post involves cover for all aspects of haematology in a rural District General Hospital.</p> <p>The post holder will also provide specialist haematology advice for UHMBT patients. This will include Inpatient reviews and advice as well as providing Outpatient Clinics at RLI, FGH and WGH.</p> <p>The role also involves participation in training and educational activities as well as activities relating to maintaining clinical excellence within the service.</p> <p>The post is full time and attracts 10PAs</p> <p>Any applicant who is unable, for personal reasons, to work full time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis with the employing body in consultation with consultant colleagues.</p> <p>Our department seeks to provide a dynamic, friendly and clinically-led service across all three of our hospitals, Royal Lancaster Infirmary in Lancaster, Westmorland General Hospital in Kendal and Furness General Hospital in Barrow in Furness.</p> <p>The University Hospitals of Morecambe Bay NHS Foundation Trust, operates across three Hospitals: Royal Lancaster Infirmary, Furness General Hospital and Westmorland General Hospital.</p> <p>The successful candidate will be based at the Furness General Hospital which is located within the beautiful Lake District, with easy access to the lakes particularly Lake Windermere.</p> <p>There is flexibility however for any interested candidate to negotiate working preferentially at any of the other two sites.</p> <p>The post represents a career opportunity for a Clinician with imagination, drive and commitment to work with and support our existing Five haematology Consultants to develop Haematology Services for the population across Morecambe Bay.</p>
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BACKGROUND INFORMATION

University Hospitals of Morecambe Bay NHS Foundation Trust achieved foundation status in 2010.

Lancaster is a University City, close to the Lake District, the Yorkshire Dales and Morecambe Bay. The university provides cultural and sporting facilities. Local educational facilities are excellent with some of the best secondary school education in the country. The M6 makes travelling by road very easy. Manchester is one hour's drive away and London three hours by train.

The Westmorland General Hospital is situated on the outskirts of Kendal, a market town close to the English Lake District. Driving time between the two hospitals is approximately 30 minutes.

Furness General Hospital provides health care services to the 140,000 population based in the Furness peninsula and the surrounding part of South Cumbria. The majority of the population served is based in Barrow and the surrounding district in the west.

The area is one of outstanding natural beauty with excellent recreational facilities, particularly related to the sea, lakes, fells and countryside. Housing costs within the area are relatively low. There are some excellent educational facilities in Lancaster.

The University of Lancaster Medical School admits approximately 130 undergraduate medical students for each year. The University Hospitals of Morecambe Bay NHS Foundation Trust takes responsibility throughout the five years of the degree for the provision of acute practice placements.

KEY WORKING RELATIONSHIPS & CLINICAL HAEMATOLOGY SERVICES

The department sits within the Medical Directorate. The Clinical Director is Dr Andrew Higham (Consultant Gastroenterologist) and Clinical Lead, Dr David Howarth

Dr D.E. Howarth Consultant Haematologist – full time

General Haematology / Clinical Lead

Based across all three sites – Lancaster , Kendal , Barrow

Dr. T Oo Consultant Haematologist – full time

General Haematology

Based in Lancaster and Kendal

Dr Ei Htwe Consultant Haematologist – 9.5PAs

General Haematology

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Based in Lancaster

Dr. M. Baig Locum Consultant Haematologist (NHS) – full time

General Haematology / Coagulation Disorders. Taking CESR.

Based in Barrow and Lancaster.

Advertised Consultant Haematologist – 12 PA's

General Haematology

Based in Barrow

Dr C. Obieze Specialty Doctor – full time

General Haematology

Based in Lancaster and Kendal

Sr J. Bethell Clinical Nurse Specialist – 35 hours

General Haematology

Based in Lancaster and Kendal

Sr K. Kelton Clinical Nurse Specialist – 27 hours

General Haematology

Based in Lancaster and Kendal

Sr J. Holroyd Clinical Nurse Specialist – 26.5 hours

General Haematology

Based in Lancaster

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Sr J. Sullivan Clinical Nurse Specialist – 30 hours

General Haematology

Based in Lancaster

Sr S Quirk Clinical Nurse Specialist – 35 hours

General Haematology

Based in Barrow

Sr L. Mohan Clinical Nurse Specialist – 22.5 hours

General Haematology

Based in Barrow

A third clinical nurse specialist is to be appointed to the Furness site. The job is currently out to advert.

There are four speciality secretaries who work across the trust.

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This job description is not exhaustive and will be reviewed and amended, with the post holder, when necessary.

JOB PLAN – SPECIALTY DOCTOR. FURNESS GENERAL HOSPITAL

Mon

9am - 1pm	Clinic (telephone)	1 PA
1 30pm – 2 30pm	SPA	0.25 PA
2 30pm – 4 30pm	Ward round	0.5 PA

Tue

9am - 11am	Clinical / Path	0.5 PA
11am - 12	Admin	0.25 PA
12 – 1 pm	SPA	0.25 PA
1 30pm – 2 30pm	Admin	0.25 PA
2 30pm – 5 30pm	MDT	0.75 PA

Wed

9am – 11am	Clinic	0.5 PA
11am – 12	Clinical	0.25 PA
12 - 1pm	Travel to Kendal	0.25 PA
1 30pm – 5 30pm	Clinic (Kendal)	1 PA
5 30pm – 6 30 pm	Travel to Barrow	0.25 PA

Thur

9am - 1pm	Clinic (Telephone)	1 PA
1 30pm – 2 30pm	SPA	0.25 SPA
2 30pm – 4 30pm	Ward round	0.5 PA
4 30pm – 5 30pm	Admin	0.25PA

Fri

9am - 1pm	Clinic	1 PA
1 30pm – 5 30pm	SPA	1 SPA

Total 10 PA

Includes 1.5 SPA

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Consultants working on the Lancaster site have admitting rights. The designated haematology ward is the Lancaster Suite, where there are six single side rooms. This ward is shared with some of the general physicians.

Consultant haematologists in Lancaster can however admit to any of the wards under their care.

There are two full time designated GPST doctors who cover both inpatient haematology and oncology patients. There is also a designated full time FY2 doctor.

Currently, haematology patients are admitted under the general physicians on the Furness site.

Patients are looked after on a shared care basis.

The designated haematology ward is the Coiston Suite / Ward 9.

There will be the opportunity for a candidate to negotiate admitting rights on the Furness site on appointment.

There is a designated FY2 doctor assigned to haematology and oncology who will look after in-patients and provide cover for the day unit. There is prospective cover for absence.

Acute Oncology Team (AOT) services exist on all three sites, under the auspices of the oncology team but will also cover malignant haematology patients.

There is a designated haematology / oncology pharmacist.

The Lancaster and Kendal sites will be assigned a specialist registrar from the Manchester Deanery within the next 18 months. This has been agreed.

Depending on the willingness of the appointed candidate there may also be the opportunity to have a specialist registrar on the Furness site.

There is a drive from the Manchester Deanery to see more trainees assigned to North Lancashire and South Cumbria. The area is now considered high priority.

Clinical haematology is provided on three major sites with both inpatient, day case and outpatient services at Furness General Hospital and Royal Lancaster Infirmary.

At Westmorland General Hospital only an outpatient service is provided. The post will involve treatment of haematological malignancies including myeloma and high-grade lymphoma (up to BSH level 2b).

Acute leukaemia and BCSH level 3 services are provided in Blackpool and there is a once weekly Network MDT for haematological malignancy including the neighbouring Trusts in Preston and Blackpool covering a population of 1.3 million people.

Patients requiring allogeneic transplant procedures go to the major centres in Manchester (Manchester Royal Infirmary or Christie hospital). Radiotherapy services are provided at Preston Royal Infirmary with once weekly clinics at FGH and RLI run by visiting Clinical Oncologists from the Preston Oncology centre. They also participate in the weekly MDT. Chemotherapy ordering is computer based using the i-qemo system..

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At Lancaster there is an oncology day unit where all chemotherapy is administered. Transfusions and other procedures such as marrow examinations and venesections are performed on the Medical Day Unit.

Due to Covid pressures the Oncology Day Unit on the Lancaster site has been temporarily moved to the Kendal site. A new and expanded unit on the Lancaster site is scheduled to open in October 2022.

At FGH there is a day case unit where virtually all chemotherapy transfusions, venesections, marrow procedures are performed. There is an inpatient unit where all haematology and oncology patients are admitted after initial assessments by the medical on-call teams on the Medical Admissions Unit.

The clinical nurse specialists in Haematology who do bone marrow aspiration and trephine biopsies at RLI and FGH, The specialist chemotherapy nurses of the Oncology Day Units on all three sites are well versed in cannulation and installation of PICC lines. The clinical haematology workload has a large component of malignant haematology but all consultants will see general haematology patients. Chemotherapy is administered by specialist nurses in the day treatment area of the Oncology Unit at all three sites. No children are treated by the Haematologists. There are excellent links with the Royal Manchester Children’s Hospital.

None of the sites give overnight in-patient chemotherapy.

Management of haemophilia is mostly directed by the tertiary centre at Manchester Royal Infirmary.

HAEMATOLOGY MULTI DISCIPLINARY TEAMS

All patients with haematological malignancies are presented at a weekly MDT involving the RLI and FGH sites and neighbouring Trusts in Blackpool and Preston. The meeting uses video-conferencing facilities available at both FGH and RLI. Pathology review for all lymph nodes as well as bone marrow aspirates/biopsies and flow cytometry is provided by the Leeds Haematological Diagnostic Service (HMDS) who also participate in the MDT.

It would be preferable for the post holder to have experience in reporting blood films and bone marrows , although this is not mandatory and training can be given

GENERAL MEDICAL SERVICES

ROYAL LANCASTER INFIRMARY

The hospital has approximately 450 beds. All the usual specialties are provided for and there are regular consultative clinics in Neurology, Cardiothoracic Surgery, Plastic Surgery, Radiotherapy, Nephrology, Immunology, Clinical Genetics and Paediatric clinics, with visiting Regional Paediatric specialists in Neurology, Nephrology, Endocrinology, Cardiology and Paediatric surgery.

The Division of Medicine handles virtually 100% of secondary general medical referrals for its area, offering expertise in Cardiology, Care of the Elderly, Dermatology, Diabetes, Endocrinology, Gastroenterology, Haematology, Oncology, Palliative Care, Respiratory Medicine and Rheumatology.

There is an emergency floor with Medical Admissions Unit near the Emergency Department, and there is a Clinical Decisions Unit next to this.

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WESTMORLAND GENERAL HOSPITAL

Westmorland General Hospital opened in December 1991. It provides a range of elective services and continuing care for a population of 80,000 in South Lakeland together with an Urgent Care centre, 2 inpatient wards and outpatient facilities.

FURNESS GENERAL HOSPITAL

Furness General Hospital has approximately 300 beds. It is a district general hospital opened in 1984 and is situated in a green field site on the edge of Barrow-in-Furness.

It has departments in accident and emergency, general medicine, elderly medicine, general surgery, orthopaedic surgery, urology, gynaecology, obstetrics and paediatrics. General medicine and continuing care have approximately 150 beds including a medical admissions/high dependency unit of 8 beds. The Coniston Suite offers day case and inpatient chemotherapy for a range of haematological malignancies and solid tumours.

Anticoagulation Services and Thrombophilia

The bulk of warfarin initiation and dosing is now conducted in primary care. The haematology team does not get involved in prescription of other anticoagulants, such as DOACs, unless there is a specific query.

There are two remaining warfarin dosing and initiation clinics that are held in Lancaster and Barrow respectively. They are run by a combination of BMSs and anticoagulation nurses.

Selected cases are referred to the general haematology clinics for thrombophilia screening.

Job Plan Allocation:

Job planning occurs annually or before on request

Annual leave allowance – dependent on service – minimum 30 days per annum.

Clinics are cancelled during annual leave. Other duties are covered on a cross cover basis shared within the department.

10 days of study leave are allocated per annum. Funding is available.

It is expected that the post-holder will undertake CPD under a recognized scheme, e.g. Royal College of Pathologists. Appropriate funding for study leave will be provided.

The hospital provides training of medical students from Lancaster University and the post-holder will be expected at times to participate in their training. The post-holder would undergo appraisal annually according to Trust policy. Any issues arising in the appraisal process would be resolved in conjunction with the medical director. The post-holder may be expected to undertake other duties appropriate for a consultant haematologist not otherwise specified.

The appointee will be required to maintain GMC registration and revalidation, and should follow the GMC guidance in their publication, Good Medical Practice.

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The appointment will be covered by the National Health Service’s Terms and Conditions of Service for Hospital, Medical and Dental Staff (England and Wales) and the General Whitley Council Conditions of Service.

OUTPATIENT CLINICS

A WTE Speciality Doctor would typically attend 4 outpatient clinics per week. They are general haematology clinics.

Each clinic would last 4 hours and comprises a mixture of new patients (30 minute slot) and follow ups (15 minute slot)

All clinics occur within the respective oncology units within the three sites.

All clinics are within close proximity to the chemotherapy giving areas.

DAY UNITS / ONCOLOGY UNITS

The Day and Oncology Units are one integrated unit on the Furness site.

In Kendal there is a separate Day Unit where blood products can be given. There is a separate Oncology Unit where haematological chemotherapy is administered.

In Lancaster there is a separate Day Hospital and Oncology Unit. A new and expanded Day Unit is due to open on the Lancaster site in October 2022.

Chemotherapy up to a level of BCSH 2a can be given on each site. Salvage chemotherapy such as R-ICE can be given but only as a day case.

All blood products can be given on each of the Day Units. Trained nurses will also perform venesections and give iv iron.

EDUCATION FACILITIES

All Trust sites have a modern, well-equipped, postgraduate education centre with lecture theatre and library facilities.

The post-holder will be involved in the further education of FY1 and FY2 junior doctors and undergraduate students.

There is the possibility to become an educational supervisor. This attracts 0.25PA per week.

CLINICAL AUDIT

There is an active audit programme supported by the audit department. The post-holder would be expected to participate in the Audit programme.

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MANAGEMENT

The Chief Executive of University Hospitals of Morecambe Bay NHS Trust is Mr Aarron Cummins, and the Medical Director is Ms Jane McNicolson. There are 5 cross bay Care Groups (Medicine, Women’s & Children’s, Surgery & Critical Care, Core Clinical Services and Community services).

The Clinical Director of the Medicine Care Group is Dr Andrew Higham and the Associate Director is Mrs Diane Smith.

The consultant forums meet on a monthly basis on two of the three trust sites and these are supported by the care Group Management teams.

The appointee will be a member of the Elective Medicine Division and also of the Medical Staff Committee. The appointee is expected to take an appropriate share of administrative work relating to the organisational needs of the Care Group.

MAIN CONDITIONS OF SERVICE

The appointee to the post must be on the GMC Specialist Register or be within six months of obtaining a CCT in Clinical Oncology

The post is subject to the terms and conditions of service for Hospital, Medical and Dental Staff (England and Wales), as amended from time to time.

There no residential requirement for this post as the post holder will be working across sites.

Any offer of employment for this post will be subject to satisfactory medical screening via the Trust’s Occupational Health Service. The successful candidate will, therefore, be required to complete a health questionnaire, which will be treated in strict confidence by the Occupational Health Department. The successful candidate may also be required to undergo a medical examination.

VISITING ARRANGEMENTS

Prospective applicants are encouraged to visit the hospital and to meet prospective colleagues. Arrangements for visits can be made by contacting Dr David Howarth, Consultant Haematologist telephone 01524 583753 or david.howarth@mbht.nhs.uk

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TERMS AND CONDITIONS

This post will be subject to the terms and conditions of the University Hospitals of Morecambe Bay NHS Foundation Trust.

CONFIDENTIALITY

Information relating to patients, employees and business of the Trust must be treated in strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Freedom of Speech policy.

SAFEGUARDING & PROTECTING CHILDREN

Everyone shares responsibility for safeguarding and promoting the welfare of children and young people, irrespective of individual roles. As an employee of the trust you will need to be aware of your responsibility in relation to safeguarding and protecting children. You will need to be aware of trust/local LSCB procedures and know how to contact named professionals, within the safeguarding team for advice and support.

ENVIRONMENTAL IMPACT

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computers, monitors and equipment when not in use and it is safe to do so, minimising water usage and reporting faults promptly.

HEALTH AND SAFETY

The Health and Safety at Work Act stipulates that it is the responsibility of each employee to observe all rules governing safety and conduct and as such safety equipment and Personal Protective Equipment provided must be used.

INFECTION CONTROL

The Trust is committed to protecting the health of all staff, patients and visitors to the Trust. As such all staff is personally responsible for compliance with all Trust and department infection prevention and control policies. Failure to comply with such policies and associated procedures is likely to lead to disciplinary action and may result in dismissal.

MANUAL HANDLING

The post holder will be provided with adequate training in correct lifting techniques by a recognised lifting instructor.

NO SMOKING POLICY

A No Smoking Policy operates across all Trust sites.

QUALITY OF SERVICE

The trust is committed in its use of available resources to obtaining the best possible service for patients and staff. The Post holder must share this objective and seek to maintain and improve the quality of service provided.

EQUAL OPPORTUNITIES

The Trust is pledged to equal opportunities for all and is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, age, race, colour, sexual orientation, creed, nationality, ethnic or national origin or disability. We promote flexible working opportunities wherever possible to enable staff to balance their work with their private lives.

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TRAINING AND DEVELOPMENT

Maintain your professional standards in respect of education and training and ensure that you are aware of your specific area specialty training and needs analysis.