Consultant Job Description

Grade: Consultant Histopathologist

Department: Histopathology

Reports to: Chief of Service for Clinical Support

Key Responsibilities:

Appointees will participate in the general monthly rota of surgical cut-up, reporting and frozen section cover. The department specialist reports all major cancer resections with the remainder of work in a general pool. Appointees would be expected to have a wide experience of histopathology and would be expected to have or to develop a special interest in one or more of the sites listed above. There is no absolute requirement to report cervical smears from the National Cervical Screening Programme however this could be accommodated if required. Depending on specialist reporting areas, there may be a commitment to one stop/fast track cytology clinics for this appointment.

All consultants (including the appointee) will be expected to be involved in implementing the Trust clinical governance programme. There is an expectation that the appointees will participate in local and national audit and be involved in all aspects of clinical governance and risk management. This includes active participation in clinical audit quality clinical guidelines pathways, professional development appraisal and risk management. There is a Divisional Clinical Governance group that meets on a monthly basis. The Trust supports the requirements for Continuing Medical Education and is committed to providing time and financial support for these activities.

It is an essential requirement of this post that the appointee can work successfully as part of a team in Cellular Pathology and as a member of a wider multidisciplinary team.

Appointees will have the opportunity to participate with the other Consultants in the post mortem rota at Queen Alexandra Hospital and there will be full and equal opportunity to perform post-mortems for HM Coroner subject to approval by the Coroner. Applicants who do not wish to undertake post mortem work for personal reasons will still be considered for appointment.

Appointees will be expected to participate in multidisciplinary team meetings in their chosen areas of special interest.

Teaching and supervision of trainee pathologists is part of this post and the appointees will be expected to contribute to the weekly combined Cellular Pathology teaching meeting. In addition there will be opportunities to teach on the Wessex Cellular Pathology Course held in Southampton. A Histopathology Training School has been set up in Southampton, and some of the Portsmouth consultants teach on the Training School course. Trainees in cervical cytology undertake training at Portsmouth and consultants who report cervical cytology samples as part of the cervical screening programme are expected to contribute to this training. Certain trainees may come to Portsmouth to undertake audit projects.

Appointees will be required to participate in relevant EQA schemes including the Wessex General Histopathology EQA scheme, and register with a Continuing Professional Development Scheme, e.g. Royal College of Pathologists Scheme.

Professional or study leave will normally be granted to the maximum extent consistent with maintaining essential services in accordance with the recommended standards. The recommended standard for senior doctors is leave with pay and expenses within a maximum of thirty days (including off-duty days falling within the period of leave) in any period of three years for professional purposes within the United Kingdom (within the Terms and Conditions of the New Consultant Contract, and the SAS contract).
Funding is available for Consultants to undertake professional leave (currently over £1000 per year).

The consultants will undergo annual job planning and appraisal to inform personal development, probity and revalidation. Annual appraisal of all departmental Consultants is undertaken with a trained appraiser who is usually a fellow Histopathologist; the Trust has a policy on appraisal. Some consultants are available for out of hours advice on an informal basis however there is no formal on-call system and no commitment to out of hours working for this appointment.

There is a departmental process for requesting and taking annual leave, and this is covered prospectively by the remainder of the department. On this basis, no more than five consultants should be on leave at any one time, without prior agreement.

The post holder will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management. Subject to the provisions of the Terms and Conditions of Service, the post holder is expected to observe agreed policies and procedures drawn up on consultation with the profession on clinical matters and follow the standing orders and financial instructions of the Portsmouth NHS Trust. In particular, managers of employees of the Portsmouth Hospitals NHS Trust are expected to follow the local and national employment and personnel policies and procedures. The post holder will be expected to ensure that there are adequate arrangements for hospital staff involved in the care of patients to be able to contact them when necessary.

All medical staff under contract to Portsmouth Hospitals NHS Trust will be expected to comply with local policies and procedures, including those covering Health and Safety.
Person Specification

Qualifications

- 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)
- MBBS, MBChB or equivalent
- FRCPath or show evidence of equivalent
- If an applicant is UK trained, they must ALSO be a holder of a Certificate of Completion of Training (CCT), or be within six months of award of CCT by date of interview
- If an applicant is non-UK trained, they will be required to show evidence of equivalence to the UK CCT.

Clinical Experience

- Training and wide experience in diagnostic histopathology, sufficient to practise as an independent consultant.

Clinical Skills

- Good knowledge of and ability to use both spoken and written English.
- Ability to communicate.
- Ability to work effectively with good time management skills, able to prioritise clinical need.
- Ability to take responsibility and provide leadership where appropriate.
- Ability to work in a team environment and to develop effective working relationships on an individual and multidisciplinary basis with all levels of staff.
- Understanding of clinical risk management

Knowledge

- Able to demonstrate appropriate level of clinical knowledge
- Participation in Continuing Professional Development (CPD) and where relevant, evidence of participation.
- Knowledge and use of evidence based practice
- Knowledge of audit, governance and clinical research
- IT skills
- Effective, confident presentation ability

Other

- Logical thinking, problem solving and decision making.
- Ability to work within a multidisciplinary team to plan strategic objectives for the directorate, Trust or network group. Ability to negotiate and innovate would be desirable.
- Publications, prizes and honours are desirable.

Respect and Dignity

- Non-judgemental approach to patients
- Respects the privacy and dignity of individuals
- Demonstrate an understanding of equal opportunities
Quality of Care

- Able to organise oneself and prioritise clinical need.
- Understanding of NHS, clinical governance and principles of research.
- Evidence of participation in audit
- Good communication skills, written and oral.
- Probity

Working Together

- Experience and ability to work in multi-professional teams.
- Evidence of teaching experience – particularly junior medical staff. Willingness to contribute to teaching.
- Leadership skills
- Interpersonal skills
- Evidence of managerial skills, including training and courses attended would be desirable

Efficiency

- Decisiveness/accountability.
- Flexibility.
- Thoroughness.
- Resilience.
- Initiative/drive/enthusiasm
- Evidence of understanding of constraints on resources

Strategic approach (clarity on objectives, clear on expectations)

- Plans and takes initiative in the best interest of the patient
- Makes decisions based on organisation strategic direction
- Makes success criteria clear to others and focuses them on what matters most
- Avoids major problems through anticipation and contingency planning

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

- Consistently seeks to understand and meet the needs and interests of patients
- Asks open questions and listens to other ideas to develop joint solutions
- Consistently seeks to understand and meet the needs and interests of patients
- Involves key stakeholder and staff in planning organisational change

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

- Articulates a compelling vision of how things could be and might be
- Consistently delivers on promises
- Consistently acts in accordance with, and champions PHTs values
- Displays sensitivity to the needs and feelings of others
- Has a zero tolerance to, and challenges bad behaviour
- Actively manages poor performance

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

- Motivates others through infectious enthusiasm and ‘can do’ attitude
- Maintains optimism and sense of humour in stressful situations
- Emphasises the positive side of difficulties, portraying them as opportunities
- Finds ways around seemingly insurmountable obstacles, not easily defeated
- Infuse pride and joy in work
- Lead by example by taking responsibility, being compassionate and aspiring for excellence.

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff, respect diversity)
- Takes proactive steps to develop team members using a variety of approaches
- Involves team members in planning and delivering change
- Stimulates and communicates cross disciplinary communication
- Recognises and rewards effort, not just achievement
- Matches the needs of activity to available resources
- Seeks out and listens to team members and stakeholders, welcoming warnings or problems

Job holders are required to act in such a way that at all times the health and well being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature: