JOB DESCRIPTION

CONSULTANT HAEMATOLOGIST

This is a replacement post for one permanent full time Consultant Haematologist to the Cwm Taf University Health Board. Whilst this appointment is a Health Board wide appointment, this post will be based at Royal Glamorgan Hospital. On occasions, the postholders will be required to provide cover on the other site (Prince Charles Hospital). Cwm Taf UHB was formed in October 2009 and is the amalgamation of the previous Pontypri dd & Rhondda NHS Trust, Merthyr Tydfil LHB, Rhondda Cynon Taf LHB and North Glamorgan NHS Trust. The Chairman of the new organisation is Dr. Chris Jones, a local General Practitioner, and the Chief Executive is Mrs. Allison Williams previously CEO to the Velindre NHS Trust.

Post integration the clinical haematology service has a compliment of 4.5 WTE consultants and a part time Specialty doctor. It is anticipated that the Royal Glamorgan Hospital and Prince Charles Hospital, the two district general hospitals within the Health Board, will each have the services of two Clinical Haematologists with the part time post being the lead for blood transfusion for both sites. Currently each hospital site is run as a separate service and work is progressing to harmonise this to a single service on two sites across the Health Board. The successful candidate will be expected to participate in this process and help drive the change.

The Cwm Taf UHB haematology service, whilst performing BCSH level 2 haematology, has close links with the tertiary haematology centre based in the University Hospital of Wales, Cardiff, some 12 miles away. There may be development opportunities to work closely with colleagues in Cardiff especially in some specialist areas, such as myeloma or red cell disorders.

Cwm Taf consultants form part of the joint Multi-Disciplinary Meeting held in Cardiff to discuss mainly lymphoma cases and patients with difficult haematological conditions. This MDM is being expanded to include most if not all haematological cases in South East Wales. Cwm Taf consultant haematologists are members of the haematology South Wales cancer network and engage with the network to develop and implement network wide clinical and referral guidance.
There is close collaboration with the haemophilia centre at the University Hospital of Wales, where patients with haemophilia and inherited coagulation disorders are regularly monitored and treated.

Children and adolescents with haematological malignancies are referred to and treated in the Noah’s Ark Children’s Hospital for Wales and the dedicated adolescent unit at the University Hospital of Wales.

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 Health Board in consultation with consultant colleagues.

Candidates with any field of interest are encouraged to apply. The work will be shared equitably and the development of a special interest by the appointee would be in line with the clinical interest of the Health Board.

There is no formally appointed Head of Department but each of the Consultants will have a specialist lead for the Health Board and one of them will represent the discipline at the Directorate Management meetings. The Directorate Management representative, termed the Discipline Clinical Lead will be agreed between the haematologists and be on a rotational basis with a 2 year tenure.

Haematology is a friendly and efficient department with qualified and motivated staff at all levels. The laboratory staffing levels are adequate and there is sufficient secretarial support. The successful candidate will be provided with their own office and secretarial support of at least 0.5 WTE. A modern microscope with digital photographic and data capture system will be provided. In addition modern computer equipment will be provided which provides internet and e-mail facilities. The successful candidate will have access to up to date haematology books and journals.

**Clinical Facilities**

Both Royal Glamorgan Hospital and Prince Charles Hospital have a dedicated day unit equipped to perform chemotherapy and routine haematological procedures. The unit based in RGH has 2 beds and 6 transfusion/chemotherapy chairs. The Health Board is in the process of looking to expand this facility in recognition of the increased number of patients being repatriated from Cardiff & Vale. The unit based in PCH has 15 transfusion/chemotherapy chairs. A new unit is planned as part of the ground floor refurbishment of Prince Charles Hospital which has commenced.

A cohort of 9 chemotherapy trained nurses support these units.

Work is currently progressing to centralise haematology inpatients onto the Royal Glamorgan site.
TERMS & CONDITIONS

- The appointment is full-time and would be subject to the Terms and Conditions of Service governing the appointment of Hospital Medical and Dental staff in England and Wales. The appointee will be subject to the Terms and Conditions of Cwm Taf Health Board.
- Study/professional leave, Sick leave, special leave and relocation expenses are in accordance with the point above.
- Full and specialist registration (and a licence to practise) with the GMC is essential (or to be eligible for registration within 6 months of interview) as well as participation in revalidation.
- The appointee will be required to maintain General Medical Council (GMC) registration and revalidation, and should follow the GMC’s Code of Good Medical Practice.
- The salary scale is in line with the Welsh Consultant contract.
- The appointee will be expected to reside within 10 miles of the base hospital but this is negotiable at the discretion of the Health Board.
- The post holder will be managerially responsible to the Chief Executive via the Directorate Clinical Director, who will be responsible for day-to-day issues. Professionally the post holder will be accountable to the Medical Director.
- The appointment is subject to pre-employment medical screening.
- The Health Board operates a No Smoking Policy.

PRINCIPAL DUTIES AND RESPONSIBILITIES

The successful candidate will in conjunction with the existing consultants will

- Be responsible for the effective running of the routine clinical haematology/transfusion services.
- Be clinically responsible for patients admitted under your care.
- Work with clinical colleagues and where required share clinical responsibility for patient care.
- Actively participate in appropriate MDT meetings and arrange suitable cover when not able to attend.
- Provide a consultative service to Directorates in the Health Board and to General Practitioners.
- Liaise with Consultant colleagues in the University Hospital of Wales and Velindre to develop close working relationships.
- A pharmacy led anticoagulation point of care clinic commenced in July 2010 and during 2016 this model will expand to cover all outpatient anticoagulation clinics. These clinics will remain under the clinical control of the consultant Haematologist. (see also page 9)
- Undertake fixed clinic sessions for haematological referrals.
- The appointee will work closely with the Blood Sciences Laboratory Manager (Mrs Helen Archer) in the day-to-day running of the department to ensure optimal use of resources and if necessary take on other managerial responsibilities.
- Participate in audit and continuous professional development and clinical governance in ways which is acceptable to the Chief executive.
- The appointee is expected to comply with Health Board policies, including those relating to Health and Safety issues, resuscitation and fire safety.
• The appointee will, in line with the Welsh Consultant Contract, be appraised on an annual basis.
• The appointee will be expected to partake in managerial matters in co-operation with the other Pathologists.
• The successful candidate will negotiate the job plan in conjunction with the clinical director and clinical colleagues to provide what is best for the service and the individual. In the event of the job plan being disagreed the Medical Director will arbitrate.

OUT of HOURS
Where possible cover will be provided for each other during annual and study leave utilising the establishment of 4.5 Consultants within the UHB.
There is a formal on-call rota. Filling this vacancy will create a 1 in 4 week night rota with each weekend covered by individual arrangement. Remuneration for this service is by intensity payments and also via job planning.

JOB PLAN
Job plan review is undertaken within pathology and involves the Clinical Director and Directorate Manager. Job planning is in accordance with UHB protocols and standard procedures in accordance with the Welsh Consultant Contract.

The job plan will be in line with the Welsh Consultant Contract and will consist of 10 sessions equating to a 37.5hr week. An 8DCC:2SPA starting job plan is anticipated, subject to discussion and review.

The job plan however is open to negotiation with consultant colleagues and Directorate management to provide the service within the 10 session restriction as well as provide the successful candidate with the most job satisfaction. An indicative timetable is shown (subject to negotiation):

<table>
<thead>
<tr>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
</tr>
</thead>
<tbody>
<tr>
<td>Follow up clinic</td>
<td>Lab work</td>
<td>New patient clinic</td>
<td>Ward round / Lab work / MDT</td>
<td>SPA</td>
</tr>
<tr>
<td>Ward round/ admin</td>
<td>Follow up clinic</td>
<td>Cancer clinic</td>
<td>SPA</td>
<td></td>
</tr>
</tbody>
</table>

CLINICAL PATHOLOGY ACCREDITATION (UK) LTD
The current status is: Full UKAS accreditation to ISO 15189 (2012).
CONSULTANT COLLEAGUES IN PATHOLOGY - RGH

Based in RGH unless indicated

Dr Esther Youd  Consultant Histopathologist & Clinical Director
Dr Jason Shannon  Consultant Histopathologist & Assoc Med Director
Dr Joanne Roche  Consultant Histopathologist clinical lead
Dr Philip Brumwell  Consultant Histopathologist
Dr Elizabeth Husband  Consultant Histopathologist
Dr Tawfik Elazzabi  Consultant Histopathologist
Dr Renukadas Sakalkale  Consultant Histopathologist
Vacancy (new post)  Consultant Histopathologist
Dr Wei Wan  Consultant Microbiologist & Infection Control Lead
Dr Rupali Rajpurohit  Consultant Microbiologist
Dr Chanaka Silva  Consultant Microbiologist (locum)
Vacancy  Consultant Microbiologist
Dr Waleed Bashi  Consultant Haematologist (PCH) clinical lead
Dr Priya Dewan  Consultant Haematologist (PCH)
Dr Sarah Antcliffe  Consultant Haematologist (PCH)
Dr Ali Shokoohi  Consultant Haematologist
Dr Iman Sabet  Consultant Haematologist
Vacancy  Consultant Haematologist (this post)
Prof John Geen  Consultant Biochemist (PCH) clinical lead biochemistry
Dr David Cassidy  Consultant Chemical Pathologist (PCH) clinical lead POCT
Dr Kelly Mitchem  Consultant Biochemist (PCH)

All medical consultants are members of the Hospital Medical Staff Committee, which meets monthly.
The Medical Director is appointed directly by the Chief Executive (Mrs. Allison Williams) and is currently Mr Kamal Asaad (Consultant Gynaecologist).
Consultant Appraisal occurs annually and part of the appraisal process will develop
the individual’s Personal Development Plan for the forthcoming year.
Job planning is reviewed on an annual basis. The job plan is agreed and signed off
by the Consultant, Clinical Director and Directorate Manager before being submitted
to the Chief Executive. The Consultant may at any time request an urgent review
with the Clinical Director.

MANAGEMENT STRUCTURE

The Clinical Director of Pathology, currently Dr. Esther Youd, Consultant
Histopathologist, is appointed by the Chief Operating Officer and the Medical Director
of the Health Board. The appointment is on a 3 yearly basis and all consultants are
eligible.
The Pathology Directorate Manager, Mr. Glyn Evans, takes the lead in operational
activities and is responsible to the Clinical Director.
The Pathology Directorate budget is currently £14.2million. There are separate
budgets for Clinical and Laboratory Haematology and the budgets are managed by
the Directorate Manager through the Service Managers. Each discipline within the
Pathology Directorate has a delegated budget which is set each year via the local
Resource & Operational plan.
The structure of the Directorate of Pathology complies with the Strategic Review of
Pathology Services (paragraphs 4.22 to 4.26) and with WHC (IS)27.
The Directorate Management Team comprises of the Clinical Director, Directorate Manager and Quality Manager. Monthly meetings are held between the Directorate Management team and the Clinical Lead and Service Manager for each discipline together with the Clinical lead and Service manager of POCT and Senior Nurse for Infection Control.

The Directorate Management Team has a monthly meeting with the Chief Operating Officer and Deputy Chief Executive/Director of Finance concentrating on performance and quality as well as finance.

Regular (quarterly) Integrated Governance, Audit and Health & Safety meetings are held.

The Pathology Directorate is registered with the HCPC as a training department. We regularly train university placement students from the Metropolitan University in Cardiff as part of their generic portfolio training for BSc in BioMedical Science.

THE ROYAL GLAMORGAN HOSPITAL

The Royal Glamorgan Hospital is a new District General Hospital, commissioned November 1999, serving a population of approximately 185,000 in the Pontypridd and Rhondda areas. In this region there is a high incidence of coronary heart disease and respiratory disorders. This was the major coal-mining region of Wales and retains a legacy of respiratory disability. With the commissioning of the new Mental Health Unit, the hospital has 649 beds, including ICU, HDU and all major specialities are represented.

There is an active Postgraduate Medical Department and during the academic year a full programme of departmental meetings, symposia and evening lectures take place. The Hospital has won praise for its innovatory induction processes, and the Medical Directorate for its teaching achievements. Both have been cited as examples of best practice by the Postgraduate Dean and are being emulated throughout the region. The library is well stocked and is staffed by a team of Librarians. The teaching facilities, audio visual equipment and electronic resources are all state of the art. There is a fully equipped Medical Illustration Department.

PRINCE CHARLES HOSPITAL

Prince Charles Hospital, Merthyr Tydfil is the main acute hospital providing services to the northern end of the Cwm Taf Health Board.
It is situated in Merthyr Tydfil located 25 miles north of Cardiff and has a catchment area of 150,000 inhabitants.
The catchment area covers the Rhymney Valley in the east and Merthyr and Cynon valleys to the south and west. The town of Merthyr Tydfil is the main urban concentration, with clusters of villages and small town communities located along the three valleys. Just to the north is the Brecon Beacons mountain range which is a Natural Trust site of outstanding beauty.
There are good road and rail networks to the M4 motorway to the south and the A465 heads of the valleys road to travel east and west.

PCH provides 434 beds, a major 24hr accident and emergency unit, a maternity department, a new paediatric wing, coronary care, stroke centre and medical admissions unit. It provides an extensive range of medical, surgical and health care services.
Currently the hospital is undergoing almost a total refurbishment (£170M) which includes wards being upgraded and redesigned with infection control issues in mind. An expansion and redesign of the A&E department has recently opened which will allow the relocation and integration of the medical assessment unit and the GP out of hours services to be integrated into a modern emergency service department.

The wards have mostly been completed and the pathology rebuild is scheduled to commence within the next 2 years with outline drawings already agreed.

**THE PATHOLOGY DIRECTORATE (RGH)**

The Haematology Department is situated on the 1st floor within the Royal Glamorgan Hospital, which opened in November 1999. The accommodation is spacious with the departments being light and airy.

The main haematology analysers are 4 XN1000 Sysmex analysers and 2 SP10 slides maker stainers. The coagulation department has 2 Stago anticoagulation analysers purchased in 2008.

The Blood Bank has Ortho Clinical Innova automatic grouping analyser. The Department has been proactive in preparing for compliance with the European Directive on blood and have installed the "Safetrack" system in areas of highest blood usage together with the Blood track system to aid in traceability. A recent MHRA inspection (February 2012) uncovered no major nor non critical concerns.

**PATHOLOGY DIRECTORATE (PCH)**

The Pathology Directorate, which is a single Directorate is situated on the first floor of the Prince Charles Hospital with the haematology department housed off the main Directorate corridor.

The haematology laboratory is equipped with 2 XN1000 Sysmex analysers for routine haematological testing and two CA2100 coagulation instruments. The Blood Bank has recently installed the BioRad IH1000 automatic grouping analyser and the Department has been proactive in preparing for compliance with the European Directive on blood and has installed an electronic system to aid in blood traceability.

Both departments operate the new all Wales Intersystems TrakCare computer system, which is a unified system incorporating all Pathology disciplines and is supported by a Pathology Systems Manager. Supporting this system is the Welsh Clinical Portal which is the front end access to many computer activities such as electronic requesting, results reporting, electronic referrals, radiology access.

**ROYAL GLAMORGAN HOSPITAL STAFFING**

Consultant Haematologist - Dr Ali Shokoohi  
Consultant Haematologist – Dr Iman Sabet  
Consultant Haematologist – Vacancy (this post)

<table>
<thead>
<tr>
<th>Position</th>
<th>WTE</th>
</tr>
</thead>
<tbody>
<tr>
<td>NURSE PRACTITIONER</td>
<td>1</td>
</tr>
<tr>
<td>HAEMATOLOGY qualified NURSE</td>
<td>2</td>
</tr>
<tr>
<td>NURSING Assistant</td>
<td>1</td>
</tr>
<tr>
<td>TRANSFUSION NURSE</td>
<td>1</td>
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</table>
LABORATORY STAFF

HAEMATOLOGY
Service Manager 1 - also covers PCH
BMS band 8a 1
BMS band 7 2.3wte
BMS band 6 10.4wte
Trainee BMS
MLA 2.3 wte
Phlebotomists 16 for 3 hospitals in UHB south

BLOOD BANK
BMS band 8a 1
BMS band 7 1
BMS band 6 2 rotate through haematology/blood bank

PRINCE CHARLES HOSPITAL STAFFING

Consultant Haematologist Dr Waleed Mumar-Bashi
Consultant Haematologist Dr Priya Dewan
Consultant Haematologist Dr Sarah Antcliffe (commences Dec 2016)
Specialty Doctor Dr Mahmoud Abdul-Hameed (6 sessions)

CLINICAL NURSE SPECIALIST– 1 wte
HAEMATOLOGY qualified NURSE 6 wte
TRANSFUSION NURSE 1 wte
TRANSFUSION CO-ORDINATOR 1 wte

LABORATORY STAFF

SERVICE MANAGER (Haematology) Mr. Tim Gorvett (based in Royal Glamorgan)
BMS band 8a 2 (1 Haematology /1 Blood bank)
BMS band 7 1
BMS band 6 9.4wte
BMS band 5 3
MLA band 3 2

WORKLOAD (2015)

<table>
<thead>
<tr>
<th></th>
<th>RGH</th>
<th>PCH</th>
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</thead>
<tbody>
<tr>
<td>FBC</td>
<td>184,000</td>
<td>144,000</td>
</tr>
<tr>
<td>FILMS</td>
<td>12,800</td>
<td>7,500</td>
</tr>
<tr>
<td>PV</td>
<td>8,000</td>
<td></td>
</tr>
<tr>
<td>ESR</td>
<td>28,000</td>
<td></td>
</tr>
<tr>
<td>RETICS</td>
<td>6,250</td>
<td>4,250</td>
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<tr>
<td>APTT</td>
<td>1,500</td>
<td>1,000</td>
</tr>
<tr>
<td>INR</td>
<td>17,500</td>
<td>18,000</td>
</tr>
<tr>
<td>COAG SCR</td>
<td>18,000</td>
<td>13,500</td>
</tr>
<tr>
<td>D-DIMER</td>
<td>1,800</td>
<td>1,800</td>
</tr>
<tr>
<td>Bone marrow</td>
<td>200</td>
<td>135</td>
</tr>
</tbody>
</table>

Instrument technology:
RGH – Sysmex NX analysers, Autocompact for ESR’s, STAGO for coagulation.
PCH – Sysmex XE (changing to XN) Benson Viscometer for PV, Sysmex CA1500 (changing to Sysmex CA2100)

Approximately 45% of the above workload is in respect of activity emanating from General Practice.

Blood bank

<table>
<thead>
<tr>
<th></th>
<th>RGH</th>
<th>PCH</th>
</tr>
</thead>
<tbody>
<tr>
<td>Blood Bank group and antibody screen</td>
<td>20,000</td>
<td>15,000</td>
</tr>
<tr>
<td>Cross Match</td>
<td>2,500</td>
<td>2,800</td>
</tr>
<tr>
<td>Units</td>
<td>7,300</td>
<td>6,500</td>
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</tbody>
</table>

**Haematology outpatients: (2014/15)**

General Haematology attendances per annum –  New: 959

Follow up: 20,340

Anticoagulation control attendances per annum – 11,369

There is currently a Health Board project ongoing to review the anticoagulation service for inpatient, outpatient and primary care patients with the intention to expand the anticoagulation services for stable patients in local GP practices.

This project has had significant success so that the consultants in RGH have little involvement in stable anti-coagulated patients. The hospital based clinic is run by pharmacists using point of care instrumentation connected to DAWN but clinically remains the responsibility of the consultant haematologist.

This service has recently been rolled out in PCH so that there will be daily nurse led POCT anticoagulation clinics in different locations. The consultant overseeing the service is not expected to attend but provide support where and when required.

**Haematology Inpatients: RGH**

There is agreement with the medical directorate for inpatient beds to be made available for haematology admissions made by either consultant. Whilst under the care of the haematologists the junior team of one of the Medical Consultants can be used together with the Haematology Nurse Practitioner to medically support these patients.

**HEALTH BOARD TRANSFUSION COMMITTEE/TRANSFUSION TEAM**

The Health Board has an active hospital transfusion team chaired by a Consultant Anaesthetist. The team comprises a consultant haematologist with Health Board responsibility for transfusion, blood bank managers, Transfusion Nurse Practitioners, a medical representative from Welsh Blood Service and a variety of Health Board medical staff.

It meets every two months and reviews all transfusion activities including any related incidents either laboratory or ward based. It also is responsible for ratifying transfusion related policies such as the Health board Transfusion Policy and Massive Haemorrhage protocol.

The committee reports up to the Health Board via the clinical governance route.

**CONTINUOUS PROFESSIONAL DEVELOPMENT**
The University Health Board fully supports the importance of CPD and has a commitment to providing funding and time for its facilitation. The successful candidate will be expected to be enrolled in a national CPD scheme usually with the Royal College of Pathologists or Royal College of Physicians. 10 days of study leave are provided for in the consultant contract, and the directorate offers £3000 over three years of financial support.

**QUALITY ASSURANCE**

The laboratory takes part in a large variety of Quality Assurance schemes.
- NEQAS - for routine haematology and coagulation.
- NEQAS - for blood transfusion & serology
- WASPS - Welsh Assessment of Serological Proficiency Scheme run by the Welsh Blood Service.

**TEACHING AND RESEARCH**

There is an active Postgraduate Medical Department at both district hospitals and a wide range of facilities are available including Intranet and Internet links. During the academic year a full programme of departmental meetings, symposia and evening lectures take place. Medical students from Cardiff University are regularly attached to the hospital for clinical teaching.

Whilst the library stocks a concise selection of journals, other papers and articles can be quickly obtained from elsewhere. The haematology department also takes the relevant main journals and houses a comprehensive library, which is regularly updated.

There are good facilities for multi-disciplinary team meetings in the Postgraduate department. There is computer access for digital photographs, a new microscope and overhead projection facilities. The Assistant Medical Director for Education is Prof. Puthucode Haray (consultant surgeon). The Trust has a Research and Ethics Committee and research opportunities are available with other Departments.

The appointee will be expected to participate in any training of junior medical staff, laboratory, ancillary and nursing staff in haematology related matters. The appointee will also have input to the Welsh Scientific Advisory group for matters concerning haematology.

**AUDIT**

Clinical Audit is an important part of contemporary practice. There has been a move to multidisciplinary healthcare and all healthcare professionals are expected to take part. Active participation in audit would be expected from the successful candidate.

**PERSONAL QUALITIES AND SKILLS**

The person specification is attached and it is expected that the successful candidate will be able to demonstrate a good level of clinical competence and an ability to communicate that competence to patients, other clinicians, practitioners and junior staff.
HEALTH

This post involves exposure prone procedures as defined in PSM (93) 12. Applicants must therefore demonstrate either:

i. Proof of immunity to Hepatitis B
ii. If not immune to Hepatitis B, evidence that they are not Hepatitis B antigen positive.

This evidence MUST be current i.e. must have been obtained in the last 6 months

DISCLOSURE AND BARRING SERVICE CHECK

This post is subject to a satisfactory Disclosure and Barring Service check. 
https://www.gov.uk/disclosure-barring-service-check/overview

QUALITY

The Health Board maintains a high profile in developing quality services and is committed to the principal of clinical governance. As part of that strategy, it has established a Clinical Effectiveness Group to ensure the implementation of high quality healthcare outcomes. An important part of this process is audit.

JOB LIMITATION

At no time should you work outside your level of competence. If you have concern regarding this please discuss immediately with your line manager/supervisor. You have the right to discuss any professional concerns with the Medical Director confidentially.

You must be aware of your Terms and Conditions of Service (read your statement of appointment).

RISK MANAGEMENT/HEALTH & SAFETY

The Health Board is committed to protect its staff, patients, assets and reputation through an effective risk management process. The post holder will be required to comply with the Health Board’s Health & Safety policy and actively participate in this process and have responsibility for managing risks and reporting exceptions.

EQUAL OPPORTUNITIES

The Health Board is committed to the development of positive policies and practices to promote equal opportunity and will take all possible steps towards eliminating discrimination and promoting good employee relations and equality of opportunities generally.

PRIVACY & DIGNITY & RESPECT AND EQUALITY OF OPPORTUNITY

The Health Board is committed to ensuring that all current and potential staff, patients and visitors are treated with dignity, fairness and respect regardless of gender, race, disability, sexual orientation, age, marital or civil partnership status, religion or belief or employment status. Staff will be supported to challenge discriminatory behaviour.
MAJOR INCIDENT OR CIVIL UNREST
In the event of a major incident or civil unrest all Health Board employees will be expected to report for duty on notification. All Health Board employees are also expected to play an active part in training for and preparation or a major incident or civil unrest.

INDEMNITY
The employing body will cover all medical staff for NHS work under NHS Indemnity. Cwm Taf Health Board is required to encourage medical and dental staff to ensure that they have adequate defence cover for any work which does not fall within the scope of the Indemnity Scheme. Any private practice undertaken on NHS premises must be covered by subscription to a medical defence organisation.

UK VISAS AND IMMIGRATION
Applicants should be aware that regardless of country of origin, their ability to communicate in written and spoken English to the standard required to carry out the post will be assessed during the selection process.

www.ukba.homeoffice.gov.uk/visas-immigration/working/

INDUCTION AND DEVELOPMENT REVIEWS
All medical staff are required to undertake the employing body’s Induction as soon as possible after commencing work. They are also expected to have a local induction to their place of work which will be undertaken by their line manager or nominated person and sent to Learning & Development for record keeping.

WORKING TIME REGULATIONS
The employing body is committed to the principle that no member of staff should work, on average, more than 48 hours per week. Staff who do exceed this limit need to complete an opt-out form. Any member of staff who undertakes work outside the employing body, regardless of whether they exceed 48 hours or not, must inform their manager of this in writing.

PLACE OF WORK
Whilst the duties of the appointment will be primarily at the hospital(s) stated, the appointment will be made to Cwm Taf Health Board and there will be a commitment to attend occasionally at any other hospital or clinic in the employing body, as may be necessary from time to time, e.g. in emergencies.

REMOVAL EXPENSES
Reasonable removal expenses will be paid if agreed with the department prior to appointment, subject to a maximum.

WELSH BLOOD SERVICE
The Welsh Blood Service (WBS) is adjacent to the Royal Glamorgan Hospital and close interrelationships with WBS consultant staff and the department regularly occur e.g. Hospital transfusion Committee.

**VISITING ARRANGEMENTS**

For an informal discussion or to arrange pre-interview visit, applicants are invited to contact Dr. Waleed Bashi, Consultant Haematologist, telephone 01685 721721, Dr. Esther Youd, Pathology Clinical Director, telephone 01443 443338 or Mr. Glyn Evans, Directorate Manager, telephone 01443 443337

**GENERAL INFORMATION**

The Royal Glamorgan Hospital is 2 miles from the M4. There are many areas of outstanding beauty nearby. To the north is the Brecon Beacons National Park, and to the south is the rolling countryside of Vale of Glamorgan and the South Wales Heritage Coast. Cardiff, the capital city of Wales, is a cosmopolitan city of many contrasts. A castle with 1900 years of history stands alongside a modern shopping complex, and one of the world's great civic centres. St David's Hall is one of Britain's major concert halls, and the Millennium Centre - a purpose built lyric theatre as part of the Cardiff Bay redevelopment - provides the opportunity to find entertainment in music, drama, opera and dance in the city. There are many art galleries and a number of cinemas.

There are many sporting facilities within easy reach of the hospital. The nearest sports centre is at Llantrisant, 1 mile to the south, and golfers will be attracted to the numerous golf courses in the area, the most famous being the Royal Porthcawl Golf Club, and the Vale of Glamorgan Sports Complex with Golf Club. Cardiff is the home of Welsh rugby, and the Millennium Stadium is situated in the heart of the city. Cardiff is also the home of an international ice-rink, the Welsh National Athletic Stadium and Sophia Gardens, the H.Q of the Welsh institute for Sport and Glamorgan Cricket Club. The nearby Heritage Coast offers many opportunities for sailing and other water sports.

There is an excellent choice of housing within easy travelling times of the hospitals. Attractive new housing developments are taking place near the Royal Glamorgan Hospital, or a little further afield are the country villages of the Vale of Glamorgan and the northern and western suburbs of Cardiff.

Access to the British Rail Intercity 125 network is available at both Cardiff and Bridgend, and there is an international airport, the Cardiff (Wales) Airport at Rhoose, 12 miles to the south.
## PERSON SPECIFICATION

<table>
<thead>
<tr>
<th>Knowledge, personal skills and abilities</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
<th>ASSESSED BY</th>
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<tbody>
<tr>
<td>▪ Excellent written and oral communication skills</td>
<td>▪ Proven ability to teach</td>
<td>Application form</td>
<td></td>
</tr>
<tr>
<td>▪ Good computer skills</td>
<td></td>
<td>Interview</td>
<td></td>
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<tr>
<td>▪ Proven interest and ability in clinical audit, risk management and clinical governance</td>
<td></td>
<td>References</td>
<td></td>
</tr>
<tr>
<td>▪ Proven interest in teaching and training</td>
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<thead>
<tr>
<th>Education, Qualification and Training</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
<th>ASSESSED BY</th>
</tr>
</thead>
<tbody>
<tr>
<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>▪ Higher academic degree (eg; MSc, MD/PhD)</td>
<td>Certificates</td>
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<tr>
<td>▪ FRCPath or show evidence of equivalent qualification</td>
<td>▪ MRCP or show evidence of equivalent qualification</td>
<td>Application form</td>
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<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></td>
<td>Interview</td>
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<tbody>
<tr>
<td>▪ Proven experience and ability in all areas of clinical haematology</td>
<td>▪ Management qualifications or experience</td>
<td>Certificates</td>
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<tr>
<td>▪ Proven experience in haematological oncology</td>
<td>▪ Proven record of service development</td>
<td>Application form</td>
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<td></td>
<td>▪ Laboratory based research</td>
<td>Interview</td>
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<td>References</td>
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### Interests and Personal Disposition

- Proven leadership skills and a responsible attitude
- A commitment to provision of a strong clinically-orientated service
- Interest in teaching and training medical and non-medical staff
- Good interpersonal skills and ability to work well in multi-disciplinary environment within and outside the department
- Good organisational skills and ability to work to deadlines
- Able to work on own initiative and priorities workload
- Interest in other specialties outside the field of haematology
- Active interest in research and development

### Physical Requirements and General Health

Manual dexterity and appropriate state of health to perform duties

Application form

Interview

### Circumstances, Availability and Mobility

Demonstrate timely travel arrangement to enable delivery of duties as required

Interview

References