Consultant in Cellular Pathology

Job Description
Contents

Job Summary

Recruitment Process

County Durham & Darlington NHS Foundation Trust
  Bishop Auckland Hospital
  Darlington Memorial Hospital
  University Hospital North Durham
  Chester le Street Hospital
  Shotley Bridge Hospital

Cellular Pathology Service
  Introduction
  Team Structure

About the post
  Job Details
  Education, Qualification, Knowledge & Experience
  Main Duties
  Terms and Conditions

Travel & Subsistence

Visiting arrangements

General
  Education Centre - Facilities & Training
  Maintaining Medical Excellence
  Trust Management Structure
  Proposed Job Plan
  Person Specification
  Consultant Competency Framework
JOB SUMMARY

The post advertised is tenable on a whole time or part-time basis. The post is a replacement substantive Consultant Cellular Pathologists. The appointee would be expected to work closely with other consultants within the Trust and promote and maintain the high quality of these services. The appointees will be based at the laboratory of the University Hospital of North Durham (UHND). The Department concentrates provision of the service at the UHND site but maintains rotational commitments to other sites within the Trust, predominantly Darlington Memorial Hospital. The post is for general histopathology and cytopathology although developing a special interest to complement the other consultants would be encouraged.

It is envisaged that it will be increasingly difficult to accommodate all future advances in specialist treatments and interventions at each of our main hospital sites in an NHS dominated by new regimes. Taking this into account it is proposed that whilst a successful candidate will spend most of their programmed activities at University Hospital it may be that, as services reconfigure, the role would involve programmed activities at other hospitals within the Trust.

Whole-time – 10 programmed activities.

The basic contract is for 10 programmed activities. There will need to be a discussion with the post holder regarding the final job plan/on-call arrangements, prior to commencement of the appointment. If the post holder elects to undertake a part-time contract they will be required to devote substantially the whole of the professional time to the duties of the post.

RECRUITMENT PROCESS

The Consultant recruitment process for County Durham and Darlington NHS Foundation Trust incorporates the following activities:

1. Application Form. Applicants or prospective applicants are encouraged to visit the Hospital and to meet prospective colleagues and explore the region
2. Consultant Selection Panel interview
3. Post-employment Development Plan
THE TRUST

County Durham and Darlington NHS Foundation Trust is an integrated healthcare provider – bringing hospital, community services and health and wellbeing services together in one organisation.

We are one of the largest organisations in the NHS with a track record of success. Our 8,000 staff serve a population of around 600,000 people across County Durham and Darlington, into North Yorkshire and the Tees Valley, and the South of Tyne.

We provide acute hospital services from:
• Darlington Memorial Hospital
• University Hospital of North Durham

And a range of planned hospital care at Bishop Auckland Hospital

We provide community services in patients’ homes, and in around 80 premises, including the local network of community hospitals:
• Shotley Bridge
• Chester-le-Street
• Weardale (Stanhope)
• Peterlee
• Stanley Health Centre
• Sedgefield
• The Richardson (Barnard Castle)

CELLULAR PATHOLOGY SERVICE

Care Group and service Overview
The service is managed in accordance with the “Strategic Review of Pathology Services” notably paragraph 4.22-4.26. Under the current arrangements the Directorate of Pathology is headed by the Clinical Director of Diagnostics, Dr Paul Barrett who is the main budget holder and managerially responsible for the running of Pathology services for the Trust. The Clinical Director is assisted by a Head of Diagnostic, Mr Chris Shaw. As Cellular Pathology is part of the Surgery and Diagnostics Care group they are accountable to the Care Group Clinical Director, Mr Iain Bain and the Associate Chief Operating Officer, Ms Janet Sedgwick. The Clinical Director is appointed for a three year period, at the end of which the post is reviewed. The Clinical Director is a member of the Executive and Clinical Leadership team.

The department has traditionally had a Clinician Lead in Cellular Pathology who holds the budget for the department and is managerially accountable to the Clinical Director. Currently however this position is shared between Dr Barrett (Histopathology and cytology) and Dr Beck (Mortuary service). The Clinical Leadership is assisted by a Head of Cellular Science and a Lead Biomedical Scientist for Cellular Pathology.

www.cddft.nhs.uk
These posts are held by Mr Harry Greenwood and Mr D Pace. A number of Senior Biomedical Scientists are accountable to the Lead Biomedical Scientist and Lead Clinician.

All Consultants in Cellular Pathology have the opportunity to act as Lead Clinician within the department.

**ABOUT THE POST**

**Job Details**
The post is based at University Hospital of North Durham with facilities at Darlington Memorial Hospital to allow Consultants to support MDT meetings. Mortuaries are present both at University Hospital of North Durham and Darlington Memorial Hospital. The main department is located in a purpose built laboratory. The directorate provides Pathology services to the Trust and also to the general practitioners in the local area. The department has Clinical Pathology Accreditation (UK) Ltd accreditation.

**Workload of Histology and Cytology Departments**

<table>
<thead>
<tr>
<th></th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Post-mortems</td>
<td>1253</td>
<td>1318</td>
<td>1323</td>
</tr>
<tr>
<td>(mainly Coroner’s cases)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Histology requests</td>
<td>32029</td>
<td>33970</td>
<td>35210</td>
</tr>
<tr>
<td>Cervical screening cytology</td>
<td>42656</td>
<td>40757</td>
<td>34644</td>
</tr>
<tr>
<td>Diagnostic cytology</td>
<td>4000</td>
<td>3928</td>
<td>3898</td>
</tr>
<tr>
<td>Semiology requests</td>
<td>1684</td>
<td>1572</td>
<td>1454</td>
</tr>
</tbody>
</table>

There are three weekly breast clinics which require medical cover for the immediate reporting of FNA’s. There were a total of 364 aspirates requiring immediate reporting in 2012. The workload from primary care was 20%.
Staffing Cellular Pathology CDDAH

Consultant colleagues

Dr Paul Barrett  Clinical Director of Diagnostics.  Pathology Lead in Skin, Urological and Gynaecological cancers.
Dr Steven Beck  Pathology Lead in Head and Neck cancers
Dr Sree Mussunoor  Pathology Lead in Upper and Lower GI tract malignancies  Pathology Lead for Bowel Cancer Screening Programme
Dr Chandrakant Patel  Pathology Co-Lead in Breast cancer
Dr Mitul Sharma  Pathology Lead in Lung cancer
Dr Kakinder Sidhu  Pathology Co-Lead in Breast cancer

Technical staff

<p>| | |</p>
<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Senior Manager / BMS 4</td>
<td>1</td>
</tr>
<tr>
<td>Advanced Practitioner</td>
<td>2</td>
</tr>
<tr>
<td>BMS 3</td>
<td>2</td>
</tr>
<tr>
<td>BMS 2</td>
<td>3</td>
</tr>
<tr>
<td>BMS 1</td>
<td>7.6</td>
</tr>
<tr>
<td>MLA</td>
<td>8.83</td>
</tr>
<tr>
<td>Cytology Screeners</td>
<td>2.7</td>
</tr>
<tr>
<td>Associate Practitioner</td>
<td>3.8</td>
</tr>
<tr>
<td>PM Technicians</td>
<td>6</td>
</tr>
<tr>
<td>Secretarial / Clerical</td>
<td>8.07</td>
</tr>
</tbody>
</table>

Total 45 WTE

Major Equipment

<table>
<thead>
<tr>
<th>Type</th>
<th>Details</th>
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</table>
| Tissue processors      | VIP 5 processor x 1  
                          | VIP 6 processor x 4                                                      |
| Tissue stainers        | Tissue-tek PRISMA with integrated Tissue-tek film coverslipper          |
| Automated embedding    | Tissue-tek AutoTEC                                                     |
| IMC                    | Dako Autostainer PLUS                                                  |
| Macro photography      | Macropath Milestone/Surgipath x 2                                     |

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External Quality Assessment Participation
North East Histopathology Technical Assessment Scheme (UK THE QA Group)
UK NEQAS for Immunocytochemistry
Regional Cytopathology EQA (all Consultants reporting Gynae cytology)
Regional Histopathology EQA (all Consultant Staff)
National Dermatopathology EQA (Lead and Deputy in Skin Pathology)
National Breast EQA (Lead and Deputy in Breast Pathology)
National Gynae EQA (Lead and Deputy in Gynecology Pathology)
National Uropathology EQA (Lead and Deputy in Urological Pathology)
National Head & Neck EQA (Lead in Head and Neck Pathology)
National Bowel Screening EQA (Lead and Deputy in Bowel Cancer Screening)

Histology – The general Histology workload is heavy with a wide range of biopsy types submitted. There is an extensive repertoire of immunohistochemistry performed which includes direct immunofluorescence. Frozen sections are provided at University Hospital of North Durham by arrangement. The laboratories do not undertake any neuropathology, paediatric or molecular pathology which are performed at Newcastle General Hospital and Royal Victoria Infirmary respectively. For North Durham gynaecological oncology is regionalised at Gateshead while urological services are provided from Sunderland but all other specialties are covered. Cases are referred to Newcastle, Middlesborough and other centres for second opinions as required. There is a strong working relationship with the pathology laboratories at the RVI in Newcastle, the Queen Elizabeth Hospital at Gateshead and James Cook University Hospital in Middlesborough.

Biomedical scientists assist in specimen dissection following IBMS/RCPath guidelines and are supported by Macropath, a digital image capture system. There is access to digital dictation (Speech Exec) and database driven reporting of cancer cases (Pathosys).

Cytology – The cytology workload is also heavy with a variety of non-gynaecological specimens. Facilities for immediate cyto-diagnosis of fine needle aspirates from breast clinics at University Hospital of North Durham. Previous experience in the interpretation of breast FNA’s is therefore desirable.

Gynaecological cytology is also provided to the community population and users within the Trust. Consultant staff have overall responsibility for all smears although qualified MLSO staff and Advanced Practitioners report and assist in the reporting and signing out of negative smears. The laboratory has adopted the rapid re-screen technique for all negative smears.

The roles of the two hospital based co-ordinators are held by Ms Sharon Dufferwhiel and Mr N Davies both Advanced practitioners. The Lead Clinician for Cellular Pathology provides assistance in managing delivery of the service.
Post-mortems - Post-mortems are performed for the hospital service and HM Coroner at The University Hospital of North Durham and Darlington Memorial Hospital. The autopsy service at BAGH moved to DMH and now provides a facility for body viewing and storage only. A new mortuary is currently planned for the Darlington site. Involvement in the coronial service would be optional and is considered “time shifted” for job planning purposes.

Office Accommodation – The appointees, as with the other Consultants within the Department will have a private office equipped with a networked personal computer, usual general office equipment and a suitable microscope. The departmental library of bench books and journals is shared with the other Consultant Cellular Pathologists.

Secretarial Support – At UHND the department has a combined office with Microbiology. Two WTE secretaries on site support Cellular Pathology. At both BAGH and DMH there are 1.5 WTE secretaries. There are therefore a total of five secretaries for the consultants although this is currently under review. Digital dictation has been implemented to allow secretaries away from the main site to contribute to report production.

Computer – All Consultants have their own PCs with Internet access. The Pathology Department has a networked IT system which supports all aspects of clerical, technical and medical work within the disciplines. The Laboratory Information system is provided by Clinisys (Winpath v5). Pathosys (AES Medical) is implemented for many of the common Cancer datasets.

Clinical Meetings – Regular Multi-disciplinary team meeting are held and appointees would be expected to take a share of the meeting, and depending on experience, take a lead in one or more of the disciplines, by mutual agreement.

Multidisciplinary meetings at UHND are held either in the Pathology seminar room (equipped with a microscope linked to a digital projector) or on the floor above in the Radiology seminar room (equipped with microscope, monitor, HD monitors for viewing digital radiographic images and teleconferencing facilities). Meetings at Darlington Memorial Hospital are largely by videoconferencing although occasional attendance is encouraged. The MDTs are largely weekly (unless indicated).

Breast (North and South)
Lower and upper GI (North and South)
Inflammatory bowel disease (fortnightly)
Lung (North and South)
Urology (South only)
Cervical meeting with gynaecology diagnostics (Combined)
Skin (Combined and including South of Tyne)
Thyroid (fortnightly)
Head and neck (South only)
Clinicopathological conferences also occur and involve:
Dermatology (weekly)
Endoscopy (weekly)

**Education, Qualifications, Knowledge & Experience**

**Main Duties**
In addition to undertaking laboratory based diagnostic work the appointee will be expected to be involved in a range of activities.

**Teaching** – post-graduate training; The University Hospital of North Durham has two registrars who are part of the Regional Histopathology rotation. Dr Philip Sloan is currently Programme Director for this rotation. Dr Paul Barrett and Dr Mitul Sharma provide education supervision. Post holders would be encouraged to participate in educational activities and to act as supervising consultants. The rotation has approval from the Royal College and Postgraduate Medical Education and Training Board.

**Teaching** – The Consultants will be expected to participate in teaching of other junior medical staff, medical students and other staff as appropriate. There are also teaching opportunities in the Department of Pathology at the RVI in Newcastle and the Cellular Pathologists regularly take their turn in the Histology teaching sessions, taking their interesting cases for discussion.

**Research** – Research activities are considered an inherent part of normal clinical duties and would therefore be encouraged. Research funding may be available for successful applications to the regional research committee.

**Audit and Clinical Governance** – The Trust has established Clinical Audit and Governance Departments. Within Pathology there is an active combined research & audit group with representatives from each speciality. It is expected that the appointees will actively participate within departmental audit and support cross-specialty audits requiring Histopathology and/or Cytopathology input. Local Clinical Governance arrangements include a twice weekly Consensus meeting and double reporting of all melanomas, upper GI and Head & Neck malignancies.

**Appraisal** – The Trust aims to have annual appraisal of all consultant medical staff. Appraisal will be undertaken by a trained appraiser.

**Study Leave** – The appointees will be expected to take the opportunity of study leave to maintain and update personal knowledge and skills in keeping with objectives discussed at appraisal. Study leave will be taken on an equitable basis with the other Consultant Pathologists and in accordance with Trust guidelines, subject to the exigencies of the service. Financial support for study leave is currently £1,100 per annum.
Job Plan – it is acknowledged that the Consultant Pathologists do not undertake clinical activities which fit the definition of a fixed commitment as given in circular HC(90)16 and that the greater part of their service commitment is to undertake departmental duties required for the provision of the Pathology Service. The Job Plan has been agreed with the Clinical Director and Care Group Director.

General Provisions – you will be expected to work with local managers and professional colleagues in the efficient running of the services and will share with consultant colleagues in the medical contribution to management. Subject to the provision of the Terms and Conditions of Service you are expected to observe the Trust’s agreed policies and procedures, drawn up in consultation with the profession on clinical matters and follow the standing orders and financial instructions of the Trust. In particular, where you manage employees of the Trust you will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary. All medical and dental staff employed by health authorities are expected to comply with Health and Safety policies.

Out of Hours Responsibilities Including On-call Commitments - The Consultants will be required to participate in an on-call rota. The on-call commitment is fairly infrequent and is largely restricted to giving advice by telephone. However on occasional it may be necessary to attend to report biopsies outside normal working hours when this is in the patient’s best interest.

Leave – The appointees will be expected to cover colleagues in their absence to ensure continuous patient care.

Terms & Conditions of Service
1. The post is subject to the Terms and Conditions – Consultants (England) 2003 as amended from time to time.

2. The successful applicant will be required to reside within 10 road miles or 30 minutes travel of Bishop Auckland Hospital, Darlington Memorial Hospital and University Hospital of North Durham, unless specific approval is given by the Trust to a greater distance. The post holder must hold a valid car licence and have use of a car for business purposes.

3. Removal expenses may be payable in accordance with terms and conditions of service subject to a maximum of £15,000.

4. The current salary applicable to the post is £75,249 per annum, pro rata, rising through pay thresholds to £101,451 per annum, pro rata. Starting salary will be dependent on Consultant terms and conditions.

5. For pre-employment health assessment purposes, as part of the Trust’s Occupational Health Service, the successful candidate will be required to
complete a health questionnaire. This will be treated in the strictest confidence and will not be seen by any employee of the County Durham and Darlington NHS Foundation Trust, other than Occupational Health Staff. The successful applicant may be required to undergo a medical examination, and any offer of the post is subject to medical clearance from the Trust’s Occupational Health Physician. The appointee may be required to undergo any future medical examinations considered necessary by the Trust.


7. The successful applicant must be on the General Medical Council’s Specialist Register or have a proposed CCT date within six months of the interview date for this appointment. Specialist Registrars applying for this post should include with their application a confirmatory certificate signed by their postgraduate dean giving the date that has been issued to them by their specialist advisory or higher training committee for the completion of training.

8. The successful applicant must be fully registered with a licence to practice with the GMC.

TRAVEL AND SUBSISTANCE EXPENSES

Travel and subsistence expenses will be reimbursed for preliminary visits in addition to interview expenses only to those candidates selected for interview.

Reimbursement is restricted to two preliminary visits, whether these are made before or after the constitution of the shortlist is known. In the case of candidates travelling from abroad, travelling expenses are normally payable only from the point of entry into the United Kingdom.

VISITING ARRANGEMENTS

Applicants or prospective applicants are strongly encouraged to visit the Hospital and to meet prospective colleagues.

In order to make the necessary arrangements, applicants should first contact Saralouise Briggs in the Employment Services Bureau, Henson Close, Telephone 01388 452204

GENERAL

Education Centres - Facilities & Training
Both Acute sites in the Trust have an Education Centre with well-equipped and stocked libraries with easy access to electronic media and the internet. There is also a well-equipped lecture theatre and seminar rooms with a significant planned programme of lectures and specific tutorial sessions organised by individual departments. A state of the art simulation centre has been developed at Bishop Auckland Hospital with SimMan, SimPads and video debriefing equipment.

Maintaining Medical Excellence
The Trust is committed to providing a safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report quickly and confidentially, concerns about the conduct, performance or health of medical colleagues. You must ensure that you are familiar with the procedure and apply it.

Rehabilitation of Offenders
Because of the nature of the work, the post is exempt from the provisions of the Rehabilitation of Offenders Act by virtue of the Rehabilitation of Offenders Act (Exceptions Order) 1975. You are therefore not entitled to withhold information about convictions, which for other purposes are “spent” under the provision of the Act and any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be confidential and will be considered only in relation to the position to which the order applies.

Equal Opportunities
County Durham and Darlington NHS Foundation Trust is committed to the promotion of equal opportunities both as an employer and in the services provided.

All employees of the Trust and all applicants for employment will have equality of opportunity for employment and advancement on the basis of their ability, qualification and fitness for work. The Trust is committed not only to the letter of the law but also to the promotion of equality of opportunities in all fields.

Infection Control
It is the responsibility of all individuals to comply with infection control policies and to attend any appropriate training requirements in line with the Trust’s responsibility to comply with Government Directives.

This job description is intended as a guide to the main duties and responsibilities of the post and must not be regarded as precisely defining all duties. It is expected that it will need to be amended in the light of developing service needs.
Proposed Job Plan

The following provides scheduling details of the clinical activity and clinically related activity components of the job plan which occur at regular times in the week. Agreement should be reached between the appointee and their Clinical Director with regard to the scheduling of all other activities, including the Supporting Professional Activities (SPA). Typically SPA would be allocated for activities related to revalidation, governance, education and training with a minimum of 1.5 PAs. Additional SPA allocation would depend on responsibilities taken on by the appointee.

The job plan for approximately the first three months will be based on the proposed timetable shown below. A formal job plan will be agreed between the appointee and their Clinical Director and, when approved by the Medical Director and Chief Executive, will be effective from the commencement date of the appointment. The job plan will then be reviewed annually in accordance with the Trust policy on Consultant Job Planning.

<table>
<thead>
<tr>
<th></th>
<th>AM</th>
<th>PM</th>
</tr>
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<tbody>
<tr>
<td>Monday</td>
<td>Laboratory work</td>
<td>Laboratory work/supporting activity</td>
</tr>
<tr>
<td>Tuesday</td>
<td>Laboratory work</td>
<td>Laboratory work/supporting activity</td>
</tr>
<tr>
<td>Wednesday</td>
<td>Laboratory work</td>
<td>Laboratory work/supporting activity</td>
</tr>
<tr>
<td>Thursday</td>
<td>Laboratory work</td>
<td>Laboratory work/supporting activity</td>
</tr>
<tr>
<td>Friday</td>
<td>Laboratory work</td>
<td>Laboratory work/supporting activity</td>
</tr>
</tbody>
</table>
## Person Specification

**CONSULTANT IN CELLULAR PATHOLOGY**

<table>
<thead>
<tr>
<th>CRITERIA</th>
<th>ESSENTIAL</th>
<th>DESIRABLE</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Basic Qualifications</strong></td>
<td>Medical and Surgical degrees</td>
<td></td>
</tr>
<tr>
<td><strong>Higher Qualifications</strong></td>
<td>Fellow of Royal College of Pathologists or equivalent</td>
<td>Higher degree</td>
</tr>
<tr>
<td><strong>Registration</strong></td>
<td>Should have attained or be within 6 months of attaining CCT in Specialty at time of interview.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>GMC Registration</td>
<td></td>
</tr>
<tr>
<td><strong>Experience in the Specialty</strong></td>
<td>Clinical training and experience equivalent to that required for gaining UK CCT/CCST in Histopathology.</td>
<td>Experience in working within the NHS particularly in busy general Department. Expertise in complementary subspecialty. Immediate reporting of FNA breast</td>
</tr>
<tr>
<td><strong>Clinical Skills</strong></td>
<td>Ability to offer expert clinical opinion on range of problems both emergency and elective within speciality.</td>
<td></td>
</tr>
<tr>
<td><strong>Management Skills</strong></td>
<td>Ability to organise and prioritise workload effectively. Ability to advise on efficient and smooth running of specialist service.</td>
<td>Ability to manage and lead specialist unit, directorate and working parties as appropriate.</td>
</tr>
<tr>
<td><strong>Audit Skills</strong></td>
<td>Experience of audit management and conducting clinical audit.</td>
<td>Ability to use the evidence based and clinical audit to support decision making.</td>
</tr>
<tr>
<td><strong>Teaching Skills</strong></td>
<td>Ability to teach clinical skills to medical, technical staff and other disciplines.</td>
<td>Experience of teaching clinical skills to undergraduates and postgraduates.</td>
</tr>
<tr>
<td><strong>Academic Achievements/Research Publication</strong></td>
<td>Ability to apply research outcomes to clinical problems. An awareness of current speciality specific developments and initiatives.</td>
<td>Publications in relevant peer-reviewed journal in the last 5 years. Evidence of having undertaken original research.</td>
</tr>
<tr>
<td><strong>Personal Skills</strong></td>
<td>Ability to work in a team. Enquiring, critical approach to work. Ability to communicate effectively with patients, relatives, GPs, nurses</td>
<td>Willingness to undertake additional professional responsibilities at local, regional or national levels.</td>
</tr>
</tbody>
</table>
and other agencies. Commitment to continuing Medical Education