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Clinical Senior Lecturer in

Haematology

Hull York Medical School

Hull and East Yorkshire Hospitals NHS Trust

**Job Description and Person Specification**

**Clinical Senior Lecturer in Haematology**

**Hull York Medical School (HYMS)**

The Hull York Medical School (HYMS) is seeking to appoint an experienced, motivated, enthusiastic medical academic with a strong background in clinical research and a commitment to research, innovative service provision, and education to a Clinical Senior Lectureship in Haematology. The Senior Lecturer will be expected to develop their own research programme within the HYMS research strategy and to obtain external funding. They will be expected to provide teaching for the School’s programmes, including the MB BS and postgraduate offerings. The post is within the Centre for Atherothrombosis and Metabolic disease. The appointee will hold an honorary NHS contract, the details of which will be subject to negotiation depending upon the appointee’s clinical interests.

**Job Description and Job Plan**

The successful appointee will be expected to participate in research, teaching, leadership and the provision of clinical services.

Specifically, the appointee will:

* Conduct high quality research and development in haematology.
* Attract external funding and publish high quality outputs in scientific journals.
* Provide clinical input into blood related disorder work carried out in the Centre, working closely with the Centre scientists.
* Supervise postgraduate students undertaking higher degrees.
* Contribute to development and delivery of HYMS’ taught programmes, including its MB BS and postgraduate programmes.
* Fulfil a leadership role in developing research in Hull through the medical school.
* Foster service development in the region through clinical and research links with local and regional NHS bodies.
* Deliver high quality clinical patient care in the Hull and East Yorkshire Hospitals NHS Trust.
* Contribute to the teaching and training of junior medical staff, GPs, nursing staff and other health care professionals.

**Job plan**

The successful candidate will negotiate and agree a job plan comprising 5 HYMS academic sessions and 5 NHS clinical sessions per week. The 5 academic programmed activities will typically comprise 4 sessions for research (including research administration and management) and 1 teaching session. The 5 clinical programmed activities will comprise direct patient care and will normally include outpatient clinics, ward work, laboratory duties, clinical administration. The job plan will include 1.5 supporting professional activities (SPAs) shared equally between the clinical and academic elements of the post. As part of the SPAs you will be required to be involved in appraisal, assessment, clinical governance, continuing medical education (CME) and continuing professional development (CPD). The agreed job plan will be reviewed annually; any party may propose amendment at any time but any variation must be agreed with you by HYMS and the Trust. Any other commitments, including on call, will be agreed as part of the job plan and remunerated in accordance with NHS rates. You will not be expected to carry out work that has not been agreed in the job plan except when dealing with emergency work. Supervision and training of junior clinical staff will be expected. The clinical service commitment will be tailored to the expertise and interests of the successful applicant.

*Provisional timetable*

|  |  |  |
| --- | --- | --- |
|  | **AM** | **PM** |
| Monday | Academic (research)  [Lymphoid Ward Round (1in 6)] | Academic (research) |
| Tuesday | Acute oncology handover (1 in 6).  Clinical Admin.  MDT. | Academic (research) |
| Wednesday | Acute oncology handover (1 in 6).  CLL & Low grade lymphoma clinic. | Academic (Teaching) |
| Thursday | Consultant Grand Ward Round.  Ward round (1 in 6). | Academic (research) |
| Friday | Acute oncology handover (1 in 6).  Haemostasis Clinic. | SPA.  Departmental meetings. |
| Weekend | Ward Round daily at weekends when on-call | |

**Academic Location**

The Centre for Atherothrombosis and Metabolic disease is based at the University of Hull Campus site. Office and laboratory accommodation and secretarial and/or administrative support will be provided on the university campus.

**Reporting**

You will be accountable for academic activities to the head of the Centre for Atherothrombosis and Metabolic disease and through him to the Dean of the Hull York Medical School. For clinical practice, the appointee will be accountable to the Chief Medical Officer of Hull and East Yorkshire Hospitals NHS Trust through the Medical Director of the Clinical Support Health Group.

**Centre for Atherothrombosis and Metabolic disease**

This brings together the researchers working principally in laboratory aspects of atherothrombosis and metabolic disease; this post gives the opportunity for translation work in blood disorders. Much of the work to date has focussed on haemostasis, especially related to two areas:

1. Understanding process of platelet formation from megakaryocytes in health and disease

2. Determining new biochemical and molecular mechanisms that regulate platelet function.

Research in this area is performed by an integrated team of post-doctoral scientists, PhD and MD students that utilise multidisciplinary approaches to identify new mechanisms regulating platelet and megakaryocyte function. The successful candidate will provide clinical and translational input to the blood related research across the Centre as well as leading their own programme of research.

**The Department of Haematology, Hull and East Yorkshire Hospital**

## This is a new academic post. Within the NHS the appointee will provide clinical leadership to the chronic lymphocytic leukaemia service and the haemostasis / thrombosis service. The successful candidate will join 6 WTE Consultant Haematologists, Dr David Allsup, Dr Sahra Ali, Dr James Bailey (Clinical Director, Specialist Services & Clinical Lead for Haematology), Dr A Fletcher, Dr S Green, Dr Russell D Patmore (Medical Director, Cancer & Clinical Support Health Group), four Specialty Doctors, three Specialty Registrars, an ST doctor and a FY1 doctor in delivering all aspects of a high quality service to secondary and tertiary care referred patients with haematological problems. Managerial responsibility for the department rests with the Service Manager (Helen Horth) and Lead Consultant & Clinical Director (Dr James Bailey). The Clinical Haematology department’s annual budget is £6.5 million and the specialist blood product budget is £3.2 million. The post will include a regular on call commitment to the Hull and East Yorkshire Hospitals NHS Trust’s haematology rota (currently 1 in 7).

**Person Specification**

|  |  |  |
| --- | --- | --- |
| **Qualifications** | **Essential** | **Desirable** |
| Full and Specialist registration (and with a licence to practise) with the General Medical Council (GMC), or be eligible for registration within six months of interview.  Applicants that are UK trained, 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.  Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT  FRCPath or show evidence of equivalent qualification  MRCP or show evidence of equivalent qualification | X |  |
| MD/PhD in a relevant area of Haematology research | X |  |
| Teaching qualification |  | X |
| **Knowledge** |  |  |
| In-depth knowledge of Haematology with established areas of expertise cognate with HYMS | X |  |
| Knowledge of current evidence-based practice in Haematology | X |  |
| Knowledge of medical education issues in relation to Haematology | X |  |
| Knowledge and experience of contemporary teaching methods, including self-directed and problem-based learning, small group teaching, and critical appraisal |  | X |
| **Skills, abilities and competencies** |  |  |
| Strong publication record with proven ability to lead the writing of peer-reviewed research publications for high-impact journals | X |  |
| A proven track record in securing externally funded research | X |  |
| Able to take a leadership role in research projects and educational programmes | X |  |
| Excellent written and verbal communications skills including presentation skills | X |  |
| Established teaching and supervision skills |  | X |
| **Experience** |  |  |
| Experience as a co- and principal investigator on externally funded research projects / programmes | X |  |
| Experience of supervising postgraduate research students |  | X |
| Effective interpersonal, influencing and negotiation skills | X |  |
| Experience of contributing to undergraduate / postgraduate educational programmes |  | X |
| Experience of contributing to departmental / organisational management (i.e. membership of management / planning groups) |  | X |
| **Personal attributes** |  |  |
| Display creativity, initiative and judgement in applying appropriate approaches to research / teaching | X |  |
| Positive attitude to colleagues and students, respect for the skills of others and can work with people of all capabilities and attitudes | X |  |
| Willingness to work proactively with colleagues in other work areas / institutions | X |  |
| Ability to plan and prioritise own work in order to meet deadlines | X |  |
| Show commitment to the Centre / School / University outside of their chosen field, for example undertaking management and administration duties | X |  |
| Commitment to personal development and updating of knowledge and skills | X |  |
| Collaborative ethos, commitment to interdisciplinary collaboration and team-working | X |  |

**Accountability**

The post holder will be accountable to the Head Centre for Atherothrombosis and Metabolic disease and the Dean of HYMS. In keeping with the requirements of the Follett Report, a detailed job description and job plan will be negotiated between HYMS and the Hull & East Yorkshire Hospitals NHS Trust and a joint annual appraisal conducted by the Dean of HYMS (or authorised deputy) and a representative of the Trust. The Clinical Senior Lecturer will serve ex-officio on relevant bodies within HYMS or the Trust as shall be agreed with the Head of Centre and Dean.

**Terms of Engagement**

The appointee will hold an honorary contract with the Hull and East Yorkshire Hospitals NHS Trust, and will be required to participate in clinical governance and continuing professional development. Supervision and training of junior clinical staff will be encouraged. The salary will be within the scale for Clinical Senior Lecturers and the appointment will be made in accordance with the General Terms of Engagement of Clinical Academic Staff of the University of Hull.

The University will assume that it is free to approach referees at any stage unless the candidate states otherwise in their application (i.e. candidates who wish a referee or referees to be approached only with their specific permission and/or if they were called to interview, are asked to state such requirements *explicitly alongside the details of the relevant referee(s)*.)

**Informal enquiries and visiting arrangements**

Informal enquiries and requests to visit should in the first instance be sent to:

Professor Una Macleod, Dean of Hull York Medical School, [una.macleod@hyms.ac.uk](mailto:una.macleod@hyms.ac.uk)

or Dr James Bailey, Consultant Haematologist, Hull and East Yorkshire Hospitals, [James.Bailey@hey.nhs.uk](mailto:James.Bailey@hey.nhs.uk)

Candidates’ travelling expenses will be reimbursed in accordance with standard University rates and practice. The relocation expenses of the successful candidate will be negotiated.

**THE HULL YORK MEDICAL SCHOOL**

The Hull York Medical School (HYMS) is a collaboration between the Universities of Hull and York and the NHS. HYMS operates from both University campuses and within teaching hospitals and medical practices throughout the Yorkshire and Humber region. HYMS is a young medical school which is developing a growing reputation for its teaching and research. In addition to delivering a top-quality programme of medical training and a growing portfolio of postgraduate programmes, HYMS’ academic and clinical researchers across Hull and York have a strong reputation for the quality and impact of their work. In REF 2014, over 85% of research across HYMS was assessed as world leading or internationally excellent and HYMS’ researchers currently account for 40% of research awards by value at the University of Hull.

HYMS has a strong reputation as an undergraduate medical school. Our innovative curriculum includes an enquiry based approach to learning, early clinical experience, balanced teaching across all health sectors and a wide range of student selected learning opportunities. Our graduates are recognised as being very capable Foundation Doctors, many of whom have stayed locally to help develop health care services in this area. We run two small postgraduate taught programmes and have a range of post graduate research programmes and teams.

The quality and impact on health and patient care of research carried out in the Hull York Medical School (HYMS) was recognised by the University of York’s ranking as 7th in the country for Public Health, Health Services and Primary Care in the national Research Excellence Framework 2014, which published its results today. HYMS researchers were also part of York’s top-10 rated submissions in Biology and Psychology. Across the whole of HYMS, a partnership between the Universities of Hull and York, over 85% of research was assessed as world leading or internationally excellent.

Within the Universities, research development in HYMS has been based on a distributed model, in which academic staff may have a research base in a cognate academic department of the University of Hull and/or York, providing scientific integration, critical mass and technology platforms with which to work. In relation to clinically orientated research there is a Clinical Research Facility (the Daisy Building) in Hull at Castle Hill Hospital and an Experimental Medicine Unit at York Hospital, to facilitate translational research. HYMS also plays a role in establishing and facilitating research networking between NHS partners in the region through topic based regional meetings.

The area covered by the HYMS NHS partnership comprises Hull and the East Riding of Yorkshire, York and North Yorkshire, and Northern Lincolnshire, which together have a population of around 1.8 million. 17 NHS organisations make up the HYMS NHS partnership, within which there are over 600 consultants and 900 general practitioners. Encompassing both rural and urban populations, the region contains a variety of environments in which health services are delivered. There are areas of considerable deprivation, not only in urban centres, but also in patches across the rural hinterlands. Heart disease and lung cancer are severe problems in Hull. Measures of overall health in North Lincolnshire are poorer than the country as a whole. However, in most of the region, rates for infant mortality and most disease-specific death are well below national averages, the prevalence of smoking and drug use are low, and the uptake of screening is high in many areas.

East Yorkshire with its homogenous and stable population of 600,000 is an ideal centre for prospective observational and interventional clinical research: the central urban area of Kingston upon Hull has a population of 350,000. The NHS clinical facilities are well developed and virtually comprehensive across the medical and surgical disciplines; only certain transplantation and cardiac neonatal surgical procedures require distant referral. Hence there exists a wealth of clinical material available for approved educational and research purposes.

# The Department of Haematology, Hull and East Yorkshire NHS Trust

## This is a new academic post. Within the NHS the appointee will provide clinical leadership to the chronic lymphocytic leukaemia service and the haemostasis / thrombosis service. The successful candidate will join 6 WTE Consultant Haematologists, Dr David Allsup, Dr Sahra Ali, Dr James Bailey (Clinical Director, Specialist Services & Clinical Lead for Haematology), Dr A Fletcher, Dr S Green, Dr Russell D Patmore (Medical Director, Cancer & Clinical Support Health Group), four Specialty Doctors, three Specialty Registrars, an ST doctor and a FY1 doctor in delivering all aspects of a high quality service to secondary and tertiary care referred patients with haematological problems. Managerial responsibility for the department rests with the Service Manager (Helen Horth) and Lead Consultant & Clinical Director (Dr James Bailey). The Clinical Haematology department’s annual budget is £6.5 million and the specialist blood product budget is £3.2 million. The post will include a regular on call commitment to the Hull and East Yorkshire Hospitals NHS Trust’s haematology rota (currently 1 in 7).

Clinical Service

### Northern and Yorkshire Regional Health Authority granted Hull Cancer Centre status in late 1995. The Haematology Service has undergone considerable development to meet Cancer Centre requirements and is able to provide treatment for all patients with haematological malignancies apart from allogeneic stem cell transplantation and Paediatric Malignancies. The Trust has an established autologous peripheral blood stem cell transplantation service as part of a regional consortium. The Hull transplant service has held JACIE accreditation since 2007 and 40 transplants were carried out in the last financial year.

### The Haematology Department currently provides a comprehensive clinical service, apart from allogeneic transplantation, for a population of around 800,000 and is consequently extremely busy. Approximately 300 new patients with haematological malignancies are seen each year. The work of the department is growing as the Yorkshire and Humber Clinical Network develops and as a result of the Improving Outcomes Guidance for Haematological Malignancies. Level 2 and 3 work for the Local Network is now delivered in Hull servicing a population of 1.2 million. There is active participation in NCRI and National Trials for Leukaemia, Lymphoma, Myeloma and Myeloproliferative disorders. The capacity of the department to enter patients in to clinical trials is facilitated by 2 research nurse posts, a Data Manager and 2 full time data clerks. The new medical school has considerably enhanced opportunities for research. Information on all patients with malignant disease is held on a local database and we are also a central part of a regional data collection programme supported by the Bloodwise.

### Hull is a Haemophilia Treatment Centre and treats both adult and paediatric patients from both sides of the Humber Estuary. There are currently 40 severely affected patients registered at the Centre. The haemophilia service is facilitated by an evidence-based set of local protocols. Adult patients are supervised by Dr D Allsup (Haemophilia Centre Director) and Paediatric patients by Dr S Green. There is a full time haemophilia specialist nurse, Pippa Woods, who has paediatric training. She is supported by two band 6 nurses who work as a job share. The nursing team provides day-to-day support to the patients with bleeding disorders and facilitates home therapy. They also review new patients with thrombophilia and potential bleeding disorders prior to them being seen in the clinic. The local paediatric department provides inpatient care for paediatric haemophiliacs and supports the outpatient service. There is close liaison with the paediatric and adult Haematology Departments at the Royal Hallamshire Hospital in Sheffield to provide specialist services for haemophilia patients. There is social service, physiotherapy, occupational therapy and pharmacy support to the haemophilia patients and regular multidisciplinary service meetings are held. The general anticoagulant service has been moved into the community in Hull and there are no hospital anticoagulant clinics.

### Although the department provides local support to the paediatric department and neonatal intensive care unit, specialist paediatric haematology services are provided in Leeds. There is close liaison with the Paediatric Haematologists (Dr Sally E Kinsey, Dr Michael Richards and Dr Beki James) in Leeds.

### Since August 2008 the Haematology Outpatients unit has been located in the Queen’s Centre for Oncology and Haematology at Castle Hill Hospital. The outpatient department comprises 19 consulting rooms, doctor’s conference rooms with video conferencing facilities and a variety of interview and treatment rooms. It is adjacent to the 29-station day unit which has a mixture of beds and chairs. In this area specially trained nurses perform blood transfusions and give chemotherapy. The outpatients and day unit is linked to the laboratory by air tube. Laboratory results are accessed directly from the laboratory by computers in each consulting room. Adult haemophilia patient services are also provided in the Queen’s Centre.

### The haematologists are responsible for the care of all patients with haematological malignancies. Clinical Oncology support for patients who require radiotherapy is provided by Dr El-Mahdawi, who attends the weekly Haematology MDT.

### Dr Maria Gilleece treats patients requiring allogeneic transplantation in Leeds as part of the regional consortium agreement. Patients requiring TBI prior to transplantation receive this in Leeds under the care of Dr D Gilson.

### Inpatients are housed at the Castle Hill Oncology and Haematology Centre. The unit has 100 beds spread over four wards. Four beds are allocated for Teenagers and Young Adults (TYA) with malignancies. These beds are in a self-contained age-appropriate area annexed to ward 33. This TYA unit is unique in the UK being the only unit funded by the Teenage Cancer Trust that is not within a principal treatment centre. Ward 33 itself is for intensive chemotherapy and Autologous Stem Cell Transplantation. This ward has twenty four beds, mostly single rooms with en-suite facilities and 5 HEPA filtered rooms for the care of autologous transplant patients. Ward 33 has high flow oxygen and can provide non-invasive ventilatory support. It acts as the level 2 & 3 unit for the Local Network and is appropriately staffed in line with the improving outcomes guidance for Haematology. It also provides the network Intrathecal Chemotherapy service using a specifically designed and designated treatment room. Haematology inpatients are accommodated across the four available wards according to their clinical needs. Each of the ward areas has nursing staff with specific experience and training in the care of patients with haematological and oncological conditions.

### The department’s four Specialty doctors and three Specialty Registrars support outpatient and inpatient activity. The Hull inpatient unit has thirteen F2 / ST1 / ST2 level doctors who cover the wards for both Oncology and Haematology and provide a resident on-call service. There are also two F1 doctors. Three of the Specialty doctors and the three StRs provide a full “middle grade”, non-resident on-call Rota. There is an internal rotation to ensure that all StRs and Specialty Doctors are exposed to inpatient ward work, outpatient work, haemophilia work and laboratory duties. On site out of hours support to the ward is provided by ST1/2 doctors working shifts covering Oncology and Haematology. The ST1/2 doctors deal with any problems on the ward and see emergency admissions. They are supported by the haematology middle grade staff and consultants.

### The Consultants all provide a general haematology service, including Haematological Malignancy. They work as a team but each has a specialist clinical area of responsibility. Dr Ali is the Hospital Transfusion Lead and is responsible for blood transfusion issues within the Trust. Drs Ali, Fletcher and Green provide services for leukaemia, myelodysplasia and myeloproliferative disorders. Dr Fletcher carries overall responsibility for the Laboratory service and Teenagers and Young Adults (TYA) with malignancies. Dr Allsup is the Haemophilia Centre Director and runs the service supported by Dr Green who is responsible for paediatric Haemophilia. Drs Allsup, Bailey, Patmore and this appointee run the Lymphoproliferative disorder service. Dr Allsup is clinical lead for CLL, Dr Bailey for lymphoma and Dr Patmore for Autologous Stem Cell Transplantation. Dr Patmore provides the managerial lead to the health group in his role as Medical Director. This job will include the provision of leadership to the CLL service and a central role in the haemostasis and thrombosis service as well as participating in the lymphoid attending rota on a 1 in 6 basis. All members of the consultant body provide support to the laboratory alongside their own clinical work.

### The department has combined multidisciplinary team meetings on a weekly basis. These involve medical and nursing staff from Hull, Grimsby and Scunthorpe hospitals, Haematopathologists from HMDS in Leeds and Dr El-Mahdawi from clinical oncology. The meeting is led from the Castle Hill site with video conferencing links to Grimsby Hospital, Scunthorpe Hospital and HMDS in Leeds. Dr Cattermole provides orthopaedic support to the MDT and Dr Goldstone is the designated radiologist. The total population served by the combined MDT is 1.2 million. It is envisaged that further development of the Network will lead to increased links between Scunthorpe, Grimsby and Hull. This should enable Hull to support these Units in providing as much local care as possible whilst having the backup of a Specialist Centre when required. It is possible that this will involve all medical staff in the Centre, including the holder of this post, providing some services at peripheral unit level in the future particularly as the local Sustainability and Transformational Plan develops.

### The Local Cancer Network and the Yorkshire Cancer Network have a combined site-specific group for haematological malignancies. Dr Levison from Grimsby is the current chairman and Dr Patmore as a past chairman represents the interests of the local network. The group has developed treatment guidelines for haematological malignancies that are utilised in both Networks and audited via the Network database. The power of the Network database has, in recent years, been dramatically increased by collaboration with the York based epidemiology unit under the direction of Professor Roman. The database is managed and directed by an Audit group that has representatives from all the MDT’s in the 2 networks. The audit group is chaired by Dr Patmore. Information from the database can be viewed at [www.bloodcancers.info](http://www.bloodcancers.info)

Workload

The Clinical Haematology Service has an annual workload of:

In-patients 900 per annum

Day cases 3,200 per annum

New Outpatient attendances 1,000 per annum

Laboratory Service

### The main Haematology laboratory is based at the Hull Royal Infirmary. There is a satellite laboratory at Castle Hill Hospital within the Cancer Centre. The main Haematology laboratory forms part of an integrated Pathology Department. This department is housed in a purpose built facility and incorporates Histopathology, Biochemistry, Immunology, Immunoassay and Haematology. The out of hours service, including blood transfusion, for both sites is provided from the main laboratory.

### The Haematology Laboratory has held CPA accreditation since June 2013. The last CPA surveillance visit was March 2015. UKAS ISO assessment is due in September 2017. The laboratory takes part in all relevant NEQAS schemes. It provides a comprehensive service with a very high throughput in all disciplines e.g. 1,400 blood counts daily, around 450 coagulation samples daily and over 700 bone marrows performed annually. 40% of the laboratory work is derived from GP’s. All bone marrows in the Trust are performed by the Consultant Haematologists, Registrars and Specialty Grade Doctors. Bone marrow aspirate samples are reported by the Consultant Haematologists and the trephine samples are sent to the Haematological Malignancy Diagnostic Service (HMDS) in Leeds for expert opinion by a Haematopathologist. All lymph node biopsies are also sent to HMDS with whom there are very close links and regular Histopathology review forms part of the weekly MDT meeting.

### The Transfusion Laboratory provides blood product support to all hospitals in the Hull and East Yorkshire Trust. It provides specialist support to the Haematology, Cardiothoracic, Renal, Maternity and Intensive Care services. Annually 48,000 Group, Screens and Crossmatches and 1,700 Kleihauers are performed. 25,000 units of Red Cells are purchased each year and 4,000 units of Platelets/FFP are issued. The day to day running of the Transfusion Laboratory is the responsibility of a Band 8A biomedical scientist. Antenatal testing is performed locally with support from the National Blood Transfusion Service in Leeds. There is a well-established transfusion Nurse Practitioner Team which has been very successful in improving transfusion practice and reducing waste.

### The Haematology and Coagulation service is based in the main laboratory at Hull Royal Infirmary with a satellite laboratory at Castle Hill Hospital. The satellite laboratory performs inpatient and urgent work for CHH. The main laboratory has a Sysmex HST system comprised of two Sysmex XE2100 analysers and a Sysmex blood filmmaker and stainer (SP100) linked by tracking. The coagulation laboratory has two Biomerieux MDA analysers and a PACKS-4 aggregometer. The satellite laboratory at CHH has one Sysmex XE2100 and one Biomerieux MDA coagulation analyser. The laboratory performs 24,300 coagulation screens, 3,600 APTT’s, 21,500 INR’s, 400 D-Dimers, 100 factor assays and 60 inhibitor screens per annum. The running of the coagulation laboratory is the responsibility of a Band 8A biomedical scientist.

### The Haematology laboratory has been computerised for many years using the Labcentre system.

### The sub-regional Immunology service is based in the same department.

### Management arrangements are consistent with the recommendations of the strategic review of pathology services.

### The Haematology Laboratory service forms part of the department of blood sciences, which incorporates Haematology, Biochemistry, Immunology and Immunoassay and has an annual budget of £3,429,000.

### The Haematology Laboratory service is directed by the Consultant Haematologists and each has a specific area of laboratory responsibility covering transfusion (Dr Ali), general haematology (Dr Fletcher) and coagulation (Dr Allsup). There is a Band 8B laboratory manager responsible for the whole of Haematology supporting structure who reports to the relevant Consultant Haematologist depending on the subject area. Dr Fletcher has overall clinical responsibility for the Hull laboratories.

Current Staffing

### Medical

#### 7 Consultants

#### 4 Specialty Doctors

|  |  |  |
| --- | --- | --- |
| Name | Full time  / part time | Subspecialty interest/s |
| Dr Sahra Ali,  Consultant Haematologist. | FT | Myeloid Malignancies,  Hospital transfusion lead |
| Dr David Allsup,  Consultant Haematologist. | FT | CLL & Low grade lymphoma,  Adult haemophilia |
| Dr James Bailey, Consultant Haematologist. | FT | CLL & lymphoma,  Clinical Director, Specialist Services |
| Dr Andrew Fletcher, Consultant Haematologist. | FT | Myeloid Malignancies,  Laboratory lead |
| Dr Simone Green, Consultant Haematologist. | PT | Myeloid Malignancies,  Paediatric haemophilia |
| Dr Russell Patmore, Consultant Haematologist. | FT | High grade lymphomas  Medical Director, Clinical Support |
| Unfilled consultant post | FT | Myeloma,  MDT Lead |
| Other staff3 Specialty Registrars 4 Specialty Doctors | FT |  |

### **Nursing**

### There are dedicated nurses within both outpatient and inpatient areas. 3 Clinical Nurse Specialists in Haematology Malignancy support the teams, holding caseloads and taking forward various nurse led initiatives.

#### The Inpatient wards are all mixed haematology and oncology with staff skill mix being spread across the four wards. However, the majority of haematology specific competent staff are based on Ward 33 this being the high dependency ward and designated level 2 and 3 care ward. Ward 33 is staffed by 1 wte Band 7 Charge Nurse, 6.33 wte Band 6 Senior Staff Nurses, 18 staff nurses, 5 wte Clinical Support Workers and 4.2 wte auxiliary nurses.

#### Ward 30 is a mixed oncology and haematology ward open to 18 beds. This area is staffed by 1 wte Band 7 Charge Nurse, 3 wte Band 6, 12.17 wte staff nurses, 4.8 wte Clinical Support Workers and 4 wte auxiliary nurse.

#### Wards 31 and 32 are the medium dependency, 23 bedded wards. Each has a similar staff complement comprising 1 wte Sister, 3 wte Band 6, 14.67 wte staff nurses, 5 wte Clinical Support Works and 3 wte auxiliary nurses.

#### All grades of nursing staff undertake an internal rotation programme to maintain and develop the unit’s skill mix.

#### Within the outpatient facility the services are split into Outpatients and the Day Treatment Unit. Outpatients currently has 1 wte Sister, 6 wte Band 6, 5.4 wte staff nurses, 6.2 Clinical Support Workers and 2 wte phlebotomists. The Day Treatment Unit is staffed by 1 wte Sister, 4.14 wte Band 6, 9.68 wte staff nurses, 0.64 wte Clinical Support Worker and 2 wte auxiliary nurses.

### Pharmacy

#### There is a Senior Pharmacist for Haematology / Oncology who, as well as providing support to the Ward and Clinic, is involved in the development of protocols for the care of haematology patients and audit. A pharmacy technician supports her. Chemotherapy prescribing uses the Aria e-prescribing system.

### Other Staff

#### A full time Data Manager and 2 full time Data Clerks support the Trials, Haematology Database and MDT’s. The department has an excellent secretarial team.

Audit

### The department undertakes a variety of local audit activities with the support of the Trust’s audit department. In particular compliance with NICE guidance and local MDT procedures is assessed.

### In addition audit is embedded within our regional data collection and clinical guidelines structure. This assesses both the clinical effectiveness of our guidelines and individual MDT’s adherence to them.

CPD/Training

### The department has a weekly educational meeting and there is an established CPD programme run by the Division of Medicine. Members of the department are encouraged to take part in external CPD and international meetings concerned with their specialist interests. There is an established intrathecal chemotherapy training programme and policy which is fully compliant with national guidance.

### The Consultants train the specialty registrars, specialty doctors, junior doctors and nursing staff as well as lecturing on the University’s Biomedical Sciences course. In addition as the medical school has developed, there has been increased involvement in teaching from the Haematology department with medical students being regularly attached to the department. The applicant will be encouraged to support this teaching.

### The department supports and actively encourages its specialty doctors in their training and development. Recent incumbents have successfully gained their FRCPath membership whilst working with the team.

Research

### All members of the department take part in an active programme of participation in clinical trials. High trial entry has led to representation from the team on NCRN steering groups. Dr Allsup is an honorary Senior Lecturer in the University of Hull and has established a laboratory research programme in his specialist interest, CLL. There is close cooperation with the academic oncology unit in Hull and with the centre in Leeds. Participation in the research would be encouraged and the post holder will be expected to assist the research nurses and data collection team in trial entry and data monitoring.