

Job Description

NHS NATIONAL SERVICES SCOTLAND

SCOTTISH NATIONAL BLOOD TRANSFUSION SERVICE
Edinburgh & South East of Scotland Blood Transfusion Centre

CONSULTANT IN IMMUNOLOGY

Up to 10 PAs per week

INTRODUCTION

The post is for a full time or part-time Consultant in Immunology within Edinburgh and SE Scotland Blood Transfusion Centre.

JOB SUMMARY

The post is funded as a full time or part time Consultant post. The main duties will be within the Edinburgh & South East Scotland Blood Transfusion Clinical Centre and will include professional leadership of the clinical immunology laboratory service and of the immunoglobulin home therapy service for patients with primary immunodeficiency. Additional duties may be agreed in consultation with the Medical Director or his / her depute.

The post holder will share responsibilities for teaching and training and will be encouraged to develop a research interest. An honorary Senior Lecturer position in the University of Edinburgh may be offered to a suitably qualified post-holder. There are existing scientific and clinical meetings within the centre and it is hoped that the appointee will take an active role in developing these.

Personal professional development will be reviewed in regular appraisal. The appointee will be expected to comply with the annual requirements of the Royal College of Pathologists CPD scheme and to retain full and specialist registration with the GMC along with meeting the requirements for revalidation as defined by the GMC. Facilities and processes to meet these various mandatory requirements will be provided.

The post holder will be expected to facilitate the development of the immunology service and to contribute to the development of Patient Services theme working through membership of theme working groups. The governance arrangements for this are shown in Appendix 2.

KEY RESULT AREAS

1. To work with nursing colleagues in the Centre to provide leadership to the immunoglobulin home therapy service for patients with primary immunodeficiency.
2. To provide professional leadership to the clinical immunology laboratory service based at Edinburgh Blood Transfusion Centre, Royal Infirmary of Edinburgh.
3. To provide clinical immunology advice to colleagues across NHS Lothian, Fife and Borders.
4. To develop and maintain a progressive ethos and direction for the immunology service in providing a cost effective service which ensures high standards of quality and safety in

clinical and diagnostic practice allied to appropriate service development, taking into account advances in the science of immunology and their applications to patient care.

5. To contribute to the management of the centre and in particular to maintain standards of financial, clinical and staff governance policies as laid down by SNBTS Management Team and NSS Board.

6. To contribute to and develop the Patient Services initiatives with colleagues across SNBTS.

7. To contribute to and develop local clinical immunology services with colleagues in NHS Lothian.

8. To contribute to and develop research and development and teaching in immunology with colleagues in SNBTS and the University of Edinburgh.

Description of Service

Scottish National Blood Transfusion Service

Scottish National Blood Transfusion Service (SNBTS) is the provider of blood and tissue services to the NHS in Scotland. It is organised into a number of thematic workstreams, which are responsible for functions within the service. The Patient Services workstream is the main the provider of clinical transfusion services to NHSScotland.

The Edinburgh Clinical Centre has responsibility for the laboratory and clinical transfusion medicine services provided for NHS Lothian, Fife and Borders. These include hospital blood banking (at RIE), regional immunohaematology, histocompatibility and immunogenetics, and immunology laboratory services, immunoglobulin home therapy, therapeutic apheresis and stem cell collection and clinical advice. Of these the post holder will only have responsibilities with respect to the immunology laboratory and immunoglobulin home therapy services.

The budget of the Edinburgh Clinical Centre is approximately £3 million. Current staffing is:-

Centre Lead	Dr Lynn Manson
Consultant Haematologist	Dr Lynn Manson
Consultant Haematologist	vacant
Consultant in Immunology	This post
Consultant Clinical Scientist in H&I	Dr David Turner
National H&I Laboratory Manager	Dr Richard Battle
Specialist Registrar	Haematology Rotation
Clinical Laboratory Manager BMS4	Mrs Marion Mathie
BMS3	5
BMS2	12
BMS1	33
BSW	15
Drivers	13
Clinical Administration Manager	Miss Nicola Gifford
Administration Staff	3
Clinical Apheresis Unit Charge Nurse	Sr Moira Anderson
Clinical Apheresis Nurses	4
Immunodeficiency Nurses	2
Transfusion Practitioners	1

The clinical administration staff provides support for the medical, laboratory and nursing staff.

The Clinical Immunology laboratory facility in SEBTS is based within the clinical laboratories of the Royal Infirmary of Edinburgh and provides an Immunology and Allergy laboratory service for Lothian, the Borders and Fife. All equipment and reagents are obtained via reagent rental agreements which are renegotiated via open tender every 5-6 years. The staffing complement consists of 1 Consultant Clinical Scientist (CCS), 1 Laboratory Manager (BMS3), 1 BMS2, 9 BMS1s (6.43 WTE) & 4 MLAs (2.9 WTE). There are no vacancies at present, however the Consultant Clinical Scientist will retire this year and will be replaced by this medical consultant post. The laboratory uses the NHS Lothian LIMS system (Apex). The prices charged for the tests within these SLAs are calculated to cover the costs of the tenders together with associated staffing costs.

Approximately 45,000 samples/annum are received and approximately 120,000 tests are carried out. The origin of these samples is NHS Lothian (85%), NHS Fife (10%) and NHS Borders (5%). The testing carried out falls into 3 areas: autoantibodies, allergy/hypersensitivity and immunochemistry. Autoantibodies to HEp2 cells (ANA), Liver, Kidney and Stomach (GPC, AMA, SMA & LKM1) and Human Neutrophils (ANCA) are measured by indirect immunofluorescence (DAS AP16). Autoantibodies to CCP, TPO, IFA, ACA, PR3, MPO, RhF, M2, GBM, dsDNA, GAD, IA2, Sm, RNP, Ro, La, Scl70 & Jo1 are measured by ELISA (DS2 & Alegria) and enzyme-linked fluorescence (Immunocap 250). Total IgE, Specific IgE (approx. 100 different specificities), IgG Precipitins and Tryptase are measured by enzyme-linked fluorescence (Immunocap 250), IgG subclasses, CH50, C1 Esterase Inhibitor, Complement 3 & Complement 4 are measured by turbidimetry (SPA Plus).

The laboratory operates within the SNBTS Quality Management Systems. The SEBTS laboratory as a whole is CPA/UKAS accredited but the immunology laboratory accreditation has been suspended due to lack of medical immunology input. It would be our intent to reinstate this accreditation as soon as possible after an appointment is made. 45 % of samples come from primary care and consequently the Consultant receives many calls from GPs asking for advice on result interpretation. He/she also attends regular meetings of the Primary Care Laboratory Interface Group and meets up twice annually with the Consultant Rheumatologists at the Victoria Hospital, Kirkcaldy who use Clinical Immunology as their referral laboratory. It is possible that the post holder may be asked to provide cross-cover for other single handed clinical immunology services in Scotland on a quid pro quo basis.

The postholder will also have responsibility for the medical management of around 60 patients with primary immunodeficiency receiving home immunoglobulin therapy in the South East of Scotland. This service is provided by 2 specialist nurses who support patients both in hospital and in the community. Approximately monthly outpatient clinics will be required in the first instance, however the appointee is likely to become the regional focus for adult referral for primary immunodeficiency diagnosis and management and it is expected that this clinical commitment is likely to grow to include initial diagnostic and management review of the current cohort of patients, and new and transitional referrals as well as ongoing long term review. It is not expected that the appointee will take on clinical allergy services at this time. Any proposal to develop such services in the future in concert with SNBTS and NHS Lothian strategies may be entertained within the context of an appropriately constructed business and service plan.

The Clinical Centre is involved in teaching of undergraduates in the medical school of University of Edinburgh. There is training of postgraduates, mainly of specialist registrars in

haematology. It is expected that the appointee will play a part in these functions. Participation in research (within the SNBTS R&D themes) and audit will be encouraged.

SNBTS has a very active research and development programme in experimental cell therapeutics in collaboration with the Universities of Edinburgh, Glasgow and Aberdeen and manages a GMP Cell Therapy manufacturing facility in collaboration with Roslin Cells at the Scottish Centre for Regenerative Medicine. An appropriately qualified and interested candidate may be offered an honorary position within the University of Edinburgh.

There will be opportunity for the successful candidate to take part in SNBTS national activities.

Job Plan

This is attached and will be reviewed regularly with the SNBTS Medical Director or his / her depute.

Accountability

The appointee will be professionally accountable to the Lead for H&I and Diagnostic Services and line management will be to the Associate Medical Director.

Main Terms and Conditions of Service

The post is subject to the terms and conditions of service of Hospital Medical and Dental Staff and Doctors in Public Health and the Community Health Service (Scotland) Consultant Grade.

The successful applicant will undergo health screening by the occupational health department of SNBTS. Evidence of Hepatitis B status will be sought.

The contract will be held by NSS.

The appointment will be made under the terms and conditions of the new consultant contract when the salary scale will start at £73,403.

Any applicant who, for personal reasons, is unable to work full time, will be eligible for consideration of the post. If such a person is appointed, modification of the job content will be agreed on a personal basis in discussion with the SNBTS Medical Director.

This post is exempt under the Exceptions Order 1975 of the Rehabilitation of Offenders Act 1974, therefore the preferred candidate will be required to complete an application of Standard/Enhanced Disclosure.

Appointment Procedure

The appointment will be made by SNBTS on the recommendation of an Advisory Appointments Committee constituted in accordance with the terms of The National Health Service (Appointment of Consultants) (Scotland) Regulations 1993.

Interested candidates are welcome to seek further information by telephoning Professor Marc Turner, SNBTS Head Office, Ellen's Glen Road, Edinburgh EH17 7QT Tel: 0131 536 5300 and ask for Margaret Smith.

Applicants or prospective applicants are encouraged to visit the Edinburgh & SE BTC and RIE to meet staff. Arrangements can be made through Professor Turner. Expenses will be paid for interview and one preliminary visit by SNBTS. For candidates travelling from abroad, expenses are payable only from point of entry to the UK.

QUALIFICATIONS AND EXPERIENCE

Applicants will be expected to have completed the GMC-approved JRCPTB curriculum in immunology (or to demonstrate evidence of equivalence in knowledge, training and experience) and to be on the GMC Specialist Register (or within 3 months of award of CCT and placement on the Specialist Register).

This job plan is indicative only and may be modified after discussion with the successful candidate.

Name: Specialty: Principal Place of Work:
 Contract: Full Time Programmed Activities 10 (DCC 3.5 LAB 4 SPA 2.5)
 Availability Supplement: 0 EPAs: 0
 Premium payment received: 0

Managerially Accountable to: Clinical Lead Edinburgh Blood Centre
 Professionally Accountable to: Associate Medical Director

a) Timetable of activities is indicative only and will be reviewed with the post holder in response to the demands and capacity as the post emerge

DAY		TYPE OF WORK	DCC	SPA
Monday 09:00-1300		Clinical Work	1	
		Laboratory Supervision	1	
Tuesday 09.00 - 13.00		Clinical Work	1	
		Appraisal, CPD and personal audit		1
Wednesday 09.00 - 13.00		Clinical Work	2	
		Laboratory Supervision		
Thursday 09.00 - 13.00		Teaching, training and research	1	1
		Laboratory Supervision		
Friday 09.00 - 11.00		Clinical administration	0.5	
		Service management and planning		0.5
		Laboratory Supervision	1	

A split of 3.5:4:2.5 has been allocated between direct clinical patient care, laboratory work and supporting professional activities respectively. One SPA is allocated to reflect activity such as appraisal, personal audit and professional development occurring outside study leave time. SPA time is also allocated for activities such as undergraduate and postgraduate medical training, research and service management. The post-holder will be expected to participate in clinical duties during the extended working day (8-8) as required by the department. There is no requirement for the post holder to participate in the hospital blood bank, immunohaematology, H&I or clinical apheresis services or in the out of hours on call service.

SNBTS PATIENT SERVICES GOVERNANCE

