

Job Description

NHS NATIONAL SERVICES SCOTLAND

SCOTTISH NATIONAL BLOOD TRANSFUSION SERVICE
East of Scotland Blood Transfusion Centre

CONSULTANT IN TRANSFUSION MEDICINE

Up to 10 PAs per week

INTRODUCTION

The post is for a full time Consultant in Transfusion Medicine within East of Scotland Blood Transfusion Centre based in Ninewells Hospital Dundee.

JOB SUMMARY

The post is funded as a full time Consultant post. However, candidates who are unable to work full time will be considered. The main duties will be within the East of Scotland Blood Transfusion Clinical Centre and will be decided in consultation with the Medical Director or his depute.

The post holder will share responsibilities for teaching and training and will be encouraged to develop a research interest. 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: maintenance of CPD compliance of RCPATH is mandatory as is maintenance of full registration with GMC. Facilities to ensure these will be provided.

The post holder will be expected to facilitate implementation of national theme activity as it relates to his/her Centre's local activity, 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. 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 Board.
2. Contribute to and develop the Patient Services initiatives with colleagues across SNBTS.
3. Work with Clinical Leads to ensure local implementation of national initiatives.
4. Provide local clinical leadership to all aspects of the Clinical Apheresis Unit.
5. As Responsible Person for the ESBTC Peripheral Blood Stem Cell Programme ensure that all aspects of the service comply with HTA requirements
6. Supervise, in liaison with the SNBTS Consultant Lead for H&I, all aspects of the H&I Service in ESBTC.

7. Provide, in conjunction with fellow Consultant Haematologist and Associate Specialist ESBTC, an efficient and effective blood transfusion service.
8. Support development of the clinical transfusion medicine service across NHS Tayside.
9. Promote appropriate use of blood and blood components
10. Contribute to the selection, medical supervision and counselling of blood donors, including donors participating in apheresis procedures, ensuring that practices for the selection of donors and their care are to SNBTS and UK standards.
11. Contribute to the teaching of undergraduate and postgraduate medical staff, nursing staff, scientific and technical staff. Supervise the transfusion medicine training of Tayside Haematology Specialist Registrars and Clinical Scientists.
12. Promote clinical audit in support of best practice through liaison with both internal and external medical staff and participate in relevant medical/clinical audit groups/committees as appropriate.
13. Participate in and contribute to the initiation and supervision of research and development into aspects of blood transfusion medicine in line with SNBTS aims and objectives and the postholders' field of expertise

Description of Service

Scottish National Blood Transfusion Service

Scottish National Blood Transfusion Service (SNBTS) is a division within National Services Scotland (NSS). It 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 in the main the provider of clinical transfusion services to NHSScotland.

The East of Scotland Blood Transfusion Centre has responsibility for the laboratory and clinical transfusion medicine services provided for NHS Tayside. These include hospital blood banking (at Ninewells Hospital and for the outlying hospitals), regional immunohaematology, histocompatibility and immunogenetics laboratory services, clinical transfusion advice therapeutic venisection and stem cell collection.

The budget of the East of Scotland Blood Transfusion Centre is approximately £1.7 million.

Current staffing is:-

Centre Lead	Dr Sam Rawlinson
Consultant Haematologist	Dr Sam Rawlinson
Consultant Haematologist	This post
Associate Specialist	Dr Alan Norris
Specialist Registrar	Haematology Rotation
Clinical Laboratory Manager	Mr George Brown
Quality Manager	Mr Graeme Paterson
BMS3	2
BMS2	7
BMS1	11
MLA	8
Medical PAs	2
Clinical Apheresis Nurses	2
Transfusion Practitioners	2

The laboratory service has two main functions.

Blood Bank:

The centre provides a 24 hour / 7 day a week full service to the Ninewells Hospital and associated hospitals by means of a shift system. There is a comprehensive range of investigations including ABO, Rh typing, antenatal serology, investigation of serological problems, estimation of fetomaternal haemorrhage and investigation of autoimmune haemolytic anaemias. Services include provision of compatible blood and components, including special requirements (such as irradiated components). The Blood Transfusion Service at Perth Royal Infirmary is managed by NHS Tayside but supported by ESBTC. Medical staff from East of Scotland Blood Transfusion Centre are available during normal hours. Outside these hours the medical staff in ESBTC and Aberdeen BTC provide a 1 in 5 on-call service (with prospective cover including weekends) to the blood transfusion laboratories and clinical staff in NHS Tayside, Grampian and Highland. While the on-call service is provided mainly through telephone advice, there is an occasional requirement to attend the centre / hospital. There are plans to merge the roster nationally to reduce the on-call commitment.

The Histocompatibility & Immunogenetics Laboratory provides service in 3 main areas:

- Histocompatibility and immunogenetics,
- Support for haematopoietic stem cell transplantation, and
- Support for transfusion medicine.
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This service is to be moved to Edinburgh in 2016.

The clinical apheresis unit provides both a therapeutic venesection and peripheral blood stem cell harvest service. The stem cells are subsequently cryopreserved in Aberdeen Blood Transfusion Centre, and stored in the LN storage facility in ESBTC.

Patient Services objective is to promote good and safe practice in the use of blood by clinicians. Part of this is through active participation in the work of the hospital transfusion groups and Board transfusion committees and the appointee will be expected to take a share of this with other staff. Much of the operational effort to promote safe and effective transfusion practice is done by transfusion specialist practitioners. The appointee will be expected to play a full role in the Patient Services' effort through the Clinical Centre.

The Clinical Centre is involved in teaching of undergraduates in the medical school of University of Dundee. There is training of postgraduates, mainly of specialist registrars in haematology. It is expected that the appointee will play a leading role in these functions. Participation in research (within the SNBTS R&D themes) and audit will be encouraged.

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 Medical Director or his depute.

Accountability

The appointee will be accountable to the Centre Lead, Clinical Leads and Associate Medical Director for professional and managerial aspects of this post and through him/her to the 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 consultant will be required to participate in the on-call rota for the Blood Transfusion Service including taking calls first line. The successful applicant will be required to reside within 30 minutes travel of the ESBTC unless prior approval is given by the Associate Medical Director and to maintain his / her private residence in contract with the public telephone.

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 Associate 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 Dr Sam Rawlinson, East of Scotland Blood Transfusion Centre, Ninewells Hospital, Dundee DD1 9SY. Tel: 01382 645166 and ask for Sam Rawlinson.

Applicants or prospective applicants are encouraged to visit the ESBTC and Ninewells Hospital to meet staff. Arrangements can be made through Dr Rawlinson. 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 must be registered medical practitioners (who are included on the Specialist Register of the General Medical Council or within three months of completing CCT qualification).

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 9 SPA 1)
 Availability Supplement: Level 1 EPAs: 0
 Premium payment received: 8 %

Managerially Accountable to: Clinical Lead East of Scotland Blood Transfusion Centre

Professionally Accountable to: Associate Medical Director

a) Timetable of activities which have a specific location and time (8am – 8pm Monday – Friday)

DAY		TYPE OF WORK	DCC	SPA
Monday	09:00-1300	Clinical Work		
	13.00 – 15.00	Clinical Work		
Tuesday	09.00 – 13.00	Clinical Work		
	13.00 17.00	Clinical Work		
Wednesday	09.00 – 13.00	Clinical Work		
	13.00 – 17.00	Clinical Work		
Thursday	09.00 – 13.00	Clinical Work		
	13:00-15:00	Clinical Work		
Friday	09.00 - 13.00	Clinical Work		
	13.00 – 1700	SPA		

The post-holder will participate in the 1 in 4 out of hours consultant cover. An 8% availability supplement is also payable.

A split of 9:1 between direct clinical care PAs and supporting professional activities is now the advertised standard for all new consultant job plans in Scotland. The one SPA minimum will reflect activity such as appraisal, personal audit and professional development occurring outside study leave time. Once the candidate has been appointed, more SPA time may be agreed for activities such as undergraduate and postgraduate medical training which takes

place outside direct clinical care, as well as research and/or management. These activities must be specifically and clearly identified and be agreed with the candidate and desired by the board.

The post-holder will be expected to participate in clinical duties during the extended working day (8-8) as required by the department. The post holder may additionally be required to cover other SNBTS Centres across Scotland on discussion and within the agreed job plan.

Appendix 2

SNBTS PATIENT SERVICES GOVERNANCE

