

Job Description

NHS NATIONAL SERVICES SCOTLAND

SCOTTISH NATIONAL BLOOD TRANSFUSION SERVICE
Edinburgh & South 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 Edinburgh and SE Scotland Blood Transfusion Centre.

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 Edinburgh & South East 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. To work with other consultant medical staff in the Centre to provide leadership to the therapeutic apheresis and stem cell collection services.
2. To support the hospital blood bank and regional immunohaematology service based at Edinburgh Blood Transfusion Centre, Royal Infirmary of Edinburgh.
3. To support the development of the clinical transfusion medicine services across NHS Lothian, Fife and Borders with other members of staff.
4. 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 Board.
5. To contribute to and develop the Patient Services initiatives with colleagues across SNBTS.

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

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 in 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, clinical transfusion advice and therapeutic apheresis and stem cell collection.

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

Lead	Dr Lynn Manson
Consultant Haematologist	Dr Lynn Manson
Consultant Haematologist	This post
Consultant in Immunology	Dr Mick Kadlubowski
Consultant in H&I	Dr David Turner
National H&I Laboratory Manager	Dr Richard Battle
Specialist Registrar	Haematology Rotation
Clinical Laboratory Manager	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 laboratory service has two main functions.

Blood Bank:

The centre provides a 24 hour / 7 day a week full service to the Royal Infirmary of Edinburgh 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 service is backed up by support from medical staff. Blood transfusion services at the Western General Hospital Edinburgh, St John's Hospital Livingston, Borders General, Victoria Hospital Kirkcaldy and Queen Margaret's Hospital, Dunfermline are managed locally. However, medical staff from Edinburgh and South East Scotland Blood Transfusion Clinical Centre are available both during normal hours and outside these hours to provide clinical advice to the laboratory and clinical staff at these hospitals and for the community hospitals within NHS Lothian.

Histocompatibility & Immunogenetics and Immunology Laboratories:

The H&I laboratory provides service in 3 main areas: -

- histocompatibility and Immunogenetics support for solid organ transplantation,
- support for haematopoietic stem cell transplantation, and
- support for transfusion medicine.

The Immunology laboratory provides service in autoimmunity and allergy.

The clinical apheresis unit provides plasma exchange, stem cell harvest and therapeutic leucapheresis from a dedicated unit within RIE for patients throughout and outwith the region.

After 5.00 pm and at weekends there is an on-call system to provide advice to clinicians and BMS staff, and to support the apheresis service.

Whilst the on-call service is provided through mainly telephone advice, there is an occasional requirement to attend the centre / hospital for emergency plasmapheresis and leucapheresis patients.

The commitment to the on-call rota will be 1 in 4 (with prospective cover), including weekends. There are plans to merge the roster nationally to reduce the on-call commitment.

Patient Services wants 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 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.

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 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 Edinburgh and SE BTC unless prior approval is given by the 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 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 Lynn Manson, Edinburgh Blood Transfusion Centre, Royal Infirmary of Edinburgh, 51 Little France Crescent, Edinburgh EH16 4SA Tel: 0131 242 7520 and ask for Nicola Gifford.

Applicants or prospective applicants are encouraged to visit the Edinburgh & SE BTC and RIE to meet staff. Arrangements can be made through Dr Manson. 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 Edinburgh Blood 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.

SNBTS PATIENT SERVICES GOVERNANCE

