

## Consultant Job Description

**Grade:** Consultant Clinical Haematologist  
**Department:** Clinical Haematology  
**Reports to:** Clinical Director of Oncology and Haematology

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### Job Summary:

Portsmouth Hospitals University NHS Trust is looking to appoint two enthusiastic, forward-thinking Consultant Haematologists. These are new whole-time post.

FRCPATH or equivalent and M/FRCP or equivalent, are essential qualifications for this post. Individuals wishing to apply must hold 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.

Any applicant who is unable, for personal reasons, to work full-time will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis with the employing body in consultation with Consultant colleagues.

### General Information

Please see separate documents

### Employing Body

Please see separate Documents

### Hospital Structure

We are part of Network Services for our line management and clinical activities. Part of our work relates to the Clinical Deliver division who are charged for our services to the Blood sciences department by Network Services. We are not part of the Medical Directorate directly.

Because of the size of the hospital, we have not listed the names of the Medical Consultants. Further information is available in the Trust Generic documents.

### The Department

See Separate Additional information document.

### Qualifications

MBBS, MBChB or equivalent

The appointee if UK trained will have completed the GMC approved Joint Royal Colleges of Physicians Training Board (JRCPTB) curriculum in Haematology.

Alternatively, if not, UK Trained they must be able to show (to the GMC or an Advisory Appointments Committee) evidence of equivalence in knowledge, training and experience in clinical and laboratory Haematology practice, or be eligible within 6 months of the date of the Advisory Appointments Committee (AAC).

Applicants must hold the Fellowship of the Royal College of Pathologists and Membership of the Royal College of Physicians or show evidence of equivalent.

Candidates must be registered Medical Practitioners and on the Full and Specialist Register with a current licence to practise of the GMC.

### **Key Responsibilities:**

The appointee will join the Haematology Team as a Consultant and will be expected to participate in all facets of departmental activity.

The post will be based at Queen Alexandra Hospital. Full participation in teaching, audit and research activity will be expected.

The post holder will share General Haematology duties, rotating through in-patient referrals and liaison Haematology, laboratory cover and general Haemostasis advice. There will also be the opportunity to support the lymphoma service and develop subspecialist haematological interests.

The post holder will be expected to participate in laboratory management, authorisation of laboratory results, anticoagulation dosing, and advice to hospital and GP staff on abnormal results.

The post holder will be expected to take part in reporting of bone marrows, blood films and CSF samples shared with other colleagues.

We would envisage the post holder on call duties will be to cover laboratory duties, calls from the hospital and ward inpatients.

### Education & Research

The teaching and training of Junior Medical Staff is regarded to be of paramount importance by this department. The teaching standards are in line with the agreement between the Trust and Post Graduate Dean. There is a nominated Consultant Educational Supervisor.

It is expected that the appointee would contribute to the active teaching programme for undergraduates/specialist registrars /GP's /junior medical staff and nurses.

The appointee is expected participate in audit and to undertake appropriate continuous professional development (CPD) each year. 30 days Study leave are available, averaged over a fixed 3-year period with a budget of £3850 over this same period. The budget must be used in this timeframe.

## Person Specification

Requirements	Essential	Desirable
<b>Qualifications</b>	<p>Professional qualifications: -</p> <p>Full and Specialist Registration with a Licence to Practice with the General Medical Council (GMC) or be eligible for Registration within six months of interview.</p> <p>Professional Qualifications: MRCP or show evidence of equivalent qualification.</p> <p>FRCPATH or show evidence of equivalent qualification.</p> <p>Higher professional training in Haematology</p>	Higher Degree
<b>Clinical Experience</b>	<p>Applicants that are UK trained, they 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.</p> <p>Applicants that are non-UK trained, will be required to show evidence of equivalence to the UK CCT</p>	
<b>Clinical Skills</b>	<p>Demonstrable experience in managing laboratory and clinical haematology cases.</p> <p>Understanding of clinical risk management.</p>	
<b>Knowledge</b>	<p>Able to demonstrate appropriate level of clinical knowledge.</p> <p>Knowledge and use of evidence-based practice.</p>	<p>IT skills.</p> <p>Breadth of experience in and outside speciality.</p> <p>Effective, confident presentation ability.</p>
<b>Quality of care (Trust Value)</b>	<p>Able to organise oneself and prioritise clinical need.</p> <p>Understanding of: -</p> <p>Clinical Governance</p> <p>Understanding of the principles of research.</p>	Research experience.
	Evidence of participation in audit.	<p>Publications.</p> <p>Prizes and honours.</p>

Requirements	Essential	Desirable
	Good communication skills: - - Oral - written  Probity.	
<b>Respect and Dignity</b> (Trust Value)	Non-judgemental approach to patients  Respects the privacy and dignity of individuals.  Demonstrate an understanding of equal opportunities	
<b>Working Together</b> (Trust Value)	Experience and ability to work in multi-professional teams.  Evidence of teaching experience – particularly junior medical staff.  Willingness to contribute to teaching. Leadership skills  Interpersonal skills.	Evidence of managerial skills, including training and courses attended.
<b>Efficiency</b> (Trust Value)	Decisiveness/accountability.	Appropriate progression of career to date.
	Flexibility.  Thoroughness.  Resilience.  Initiative/ drive/ enthusiasm  Evidence of understanding of constraints on resources	

**Working Together for Patients with Compassion as One Team Always Improving**

**Strategic approach** (clarity on objectives, clear on expectations)

**Relationship building** (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

**Personal credibility** (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

**Passion to succeed** (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

**Harness performance through teams** (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff, respect diversity)



Job holders are required to act in such a way that at all times the health and well-being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

**Print Name:**

**Date:**

**Signature:**