

Job Description

NHS NATIONAL SERVICES SCOTLAND

SCOTTISH NATIONAL BLOOD TRANSFUSION SERVICE

Aberdeen Blood Transfusion Centre

CONSULTANT IN TRANSFUSION MEDICINE

Up to 10 PAs per week

INTRODUCTION

The post is a full time Consultant in Transfusion Medicine based in Aberdeen 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 Aberdeen Blood Transfusion Centre and will be decided in consultation with the Medical Director or his depute. Duties will include visits to Elgin and, in the future, may include visits to Inverness, Dundee and the Northern Isles.

The post holder will share responsibilities for teaching and training both medical and non-medical staff. They will also be encouraged to develop a research interest. There are scientific and clinical meetings within the centre, the University of Aberdeen and clinical haematology 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 activities as it relates to his/her Centre's local activity, and to contribute to the development of the Patient Services theme, working through membership of theme working groups. The governance arrangements for this are shown in Appendix 2.

KEY AREAS OF WORK

1. To support the hospital blood bank.
2. To work with other medical and nursing staff in the Centre to provide leadership to the therapeutic apheresis and stem cell collection services.
3. To support and develop clinical transfusion medicine services across NHS Grampian and possibly other areas of Northern Scotland.
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 Patient Services initiatives with colleagues across SNBTS.

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 provider of clinical transfusion services to NHS Scotland.

The Aberdeen Clinical Centre has responsibility for the laboratory and clinical transfusion medicine services provided for NHS Grampian. These include hospital blood banking, regional immunohaematology, and immunology laboratory services, clinical transfusion advice and therapeutic apheresis and stem cell collection.

The budget of the Aberdeen Clinical Centre is approximately £2.2 million. Current staffing is:-

Clinical Lead / Consultant Haematologist	Prof. Mark Vickers
Consultant in Blood Transfusion	Dr Michel Greiss
Consultant in Blood Transfusion Associate Specialist	This post
Laboratory Manager (BMS4)	Dr Jo Iboje
	Mr Douglas Clark
Specialist Registrar	From Haematology Rotation
BMS3	2.95
BMS2	6.5
BMS1	13.3
BSW	10.5
Drivers	2.5
Clinical Administration Manager	1.0
Administration Staff	2.5
Clinical Apheresis Charge Nurse	1.0
Clinical Apheresis Nurses	1.5
Transfusion Practitioners	1.5

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 Aberdeen Royal Infirmary 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 Dr Gray's Hospital in Elgin and Balfour Hospital, Orkney are supported from Aberdeen. It is planned to support the blood bank in NHS Highland from Aberdeen and there may be a role to play in NHS Tayside in the future.

Molecular Immunohaematology:

The MIH department provides a national reference service for red cell and platelet genotyping, platelet allo-antibody detection, granulocyte allo- and auto-antibody detection and investigation of cases of TRALI. The red cell genotyping service includes a prenatal maternal plasma diagnostic service.

The MIH laboratory also provides a local PNH diagnostic and CD4+ lymphocyte enumeration service.

Cellular Services

Haematopoietic progenitor cells (apheresis) are collected in the apheresis unit and cryopreserved in the centre (~30 patients/year for NHS Grampian, Orkney, Shetland and some patients from Highland). At present, cells collected by the Dundee Blood Transfusion Centre are also cryopreserved in Aberdeen. Cells are stored in and subsequently issued from the centre.

The Epstein-Barr virus associated cytotoxic cell bank is maintained in the Aberdeen BTC to supply cells for the treatment of EBV associated malignancies, predominantly post-transplant lymphoproliferative disorder.

Therapeutic Apheresis

Patients undergoing therapeutic plasma exchange are apherased either in the centre or in Aberdeen Royal Infirmary. The centre provides this service for NHS Grampian, Orkney, Shetland, some patients from Highland and patients with TTP from NHS Tayside.

About 200 patients with haemochromatosis are venesectioned in the unit.

The commitment to the on-call rota is currently 1 in 5 (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 Aberdeen. There is also 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 RD&I themes) and audit will be encouraged.

The successful candidate will be expected 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 Aberdeen 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 contracted by 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, for which the salary scale starts 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 Professor Mark Vickers, Aberdeen Blood Transfusion Centre, Aberdeen Royal Infirmary, Foresterhill Aberdeen AB25 2ZW Tel: 01224 812 401/2.

Applicants or prospective applicants are encouraged to visit the Aberdeen BTC to meet staff. Arrangements can be made through Professor Vickers. 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*).

Model Job Plan Format

Appendix 1

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

Name: **Specialty:** Blood Transfusion
Principal Place of Work: Aberdeen Blood Transfusion Centre
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 Aberdeen 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		

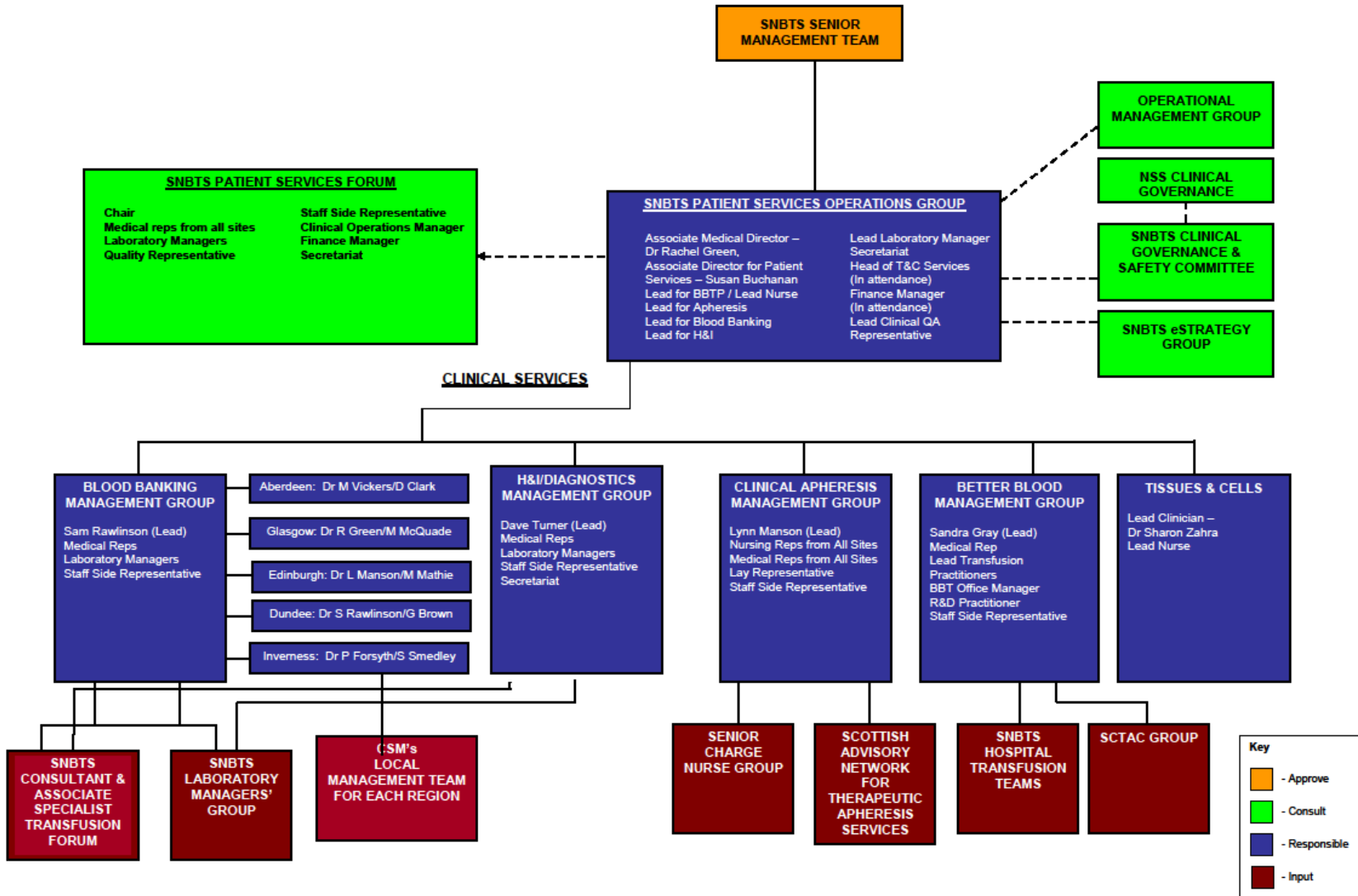
The post-holder will participate in the 1 in 5 out of hours consultant cover, for which an 8% availability supplement is payable. Whilst the on-call service is provided mainly through telephone advice, there is an occasional requirement to attend the centre / hospital for emergency plasmapheresis and leucapheresis patients.

A split of 9:1 between direct clinical care PAs and supporting professional activities is now the 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 that 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



Key

- Approve
- Consult
- Responsible
- Input