THE BIRMINGHAM CHILDREN’S HOSPITAL
NHS FOUNDATION TRUST

SUBSTANTIVE CONSULTANT IN PAEDIATRIC PATHOLOGY
The post of a fulltime (10PA) Substantive Consultant In Paediatric Pathology is available immediately. The successful applicant will work in the Department of Paediatric Histopathology in close collaboration with medical and surgical specialties. It is anticipated that the appointee will participate in all aspects of the department work and will be expected to develop an area of special interest.

1. GENERAL INFORMATION

Birmingham is a progressive, modern city offering pleasant accommodation and excellent civic infrastructure. There are good road, rail and air links and easy access to the countryside. The International Convention Centre, Symphony Hall, National Indoor Arena, the Art Gallery and several theatres are centrally located. There are excellent schools and the University of Birmingham, Aston University and Birmingham City University offer a wide range of educational facilities and other activities.

2. THE BIRMINGHAM CHILDREN’S HOSPITAL NHS FOUNDATION TRUST

Birmingham Children’s Hospital is a large, multidisciplinary dedicated children’s hospital with a capacity of more than 300 beds. There are 11 operating theatres including a separate burns unit theatre, 5 other anaesthesia delivery areas and a 31-bedded Intensive Care Unit. The Trust provides secondary level paediatric services for the child and adolescent population of much of the city of Birmingham, both in the hospital and through its community and clinical support services. It is also the regional referral centre for the West Midlands and many of its specialist services extend their referral base beyond regional boundaries. As well as general paediatrics and paediatric surgery the clinical services provided by the trust include cardiology and cardiac surgery, endocrinology, ENT surgery and cochlear implantation, gastroenterology and hepatology, inherited metabolic diseases, neurosurgery, oncology and haematology, ophthalmology, orthopaedic and trauma services, spinal surgery, paediatric dentistry, plastic surgery including cleft lip and palate work, respiratory medicine and cystic fibrosis, rheumatology and thoracic surgery. The hospital is a designated regional and supra regional centre for Craniofacial surgery, Cardiac surgery (hypoplastic left heart syndrome), Dermatology (epidermolysis bullosa), Endocrinology (Alstrom’s disease), paediatric burns and complex liver disease and liver transplantation, and is the national centre for paediatric small bowel transplantation.

There is comprehensive provision of diagnostic and support services including all aspects of paediatric laboratory medicine, radiology and pharmacy. Therapy services include dietetics, physiotherapy, orthoptics, occupational therapy, and speech and language therapy. Pastoral and social support is offered by a multi-faith chaplaincy, the bereavement support team and by the social work department.

The Trust was granted Foundation Trust status in 2007.
3. EDUCATION AND RESEARCH DIRECTORATES

The Directorate of Research and Development (Director, Dr Bruce Morland) provides research governance support to projects based in BCH. Currently it has a team of 6 including pharmacy and laboratory support, and is financially supported by the UK Clinical Research Network. There are currently over 120 active research projects supported through this directorate. The Department also co-ordinates an R&D education programme within the Trust and provides guidance for developing and registering research projects, research design, statistical advice and data analysis, including laboratory co-ordination of samples and pharmacy support for clinical trials.

The Wellcome Trust Clinical Research Facility

The unit opened in August 2008. It provides 6 day case beds, 3 outpatient rooms, 2 laboratories, a DXA body composition scanner, counselling room and multipurpose activity room, fully staffed with paediatric trained research nurses. The unit is designed to support clinical experimental medicine and paediatric clinical trials, as day case or outpatient activity which is available for all hospital health professionals to use for their funded projects. There is a linked adult clinical research facility at the University Hospitals Birmingham site.

The Medicines for Children Research Network (MCRN)

Birmingham Children's Hospital hosts one of the 3 centres for the MCRN Local research network (the other two are Coventry and Stoke). This incorporates a portfolio of clinical trials studies whereby research administration and support is provided for network adopted studies.

4. THE UNIVERSITY OF BIRMINGHAM

Academically, the University is organised into seven faculties, one of which is the Faculty of Medicine and Dentistry. This faculty is headed by the Dean and is administratively split into the Dental and Medical Schools. The Medical School comprises 6 divisions encompassing 26 departments, which cover the whole range of pre clinical and clinical subjects. Interdisciplinary research is encouraged, as are links between the clinical and basic science departments in other faculties. The Medical School is justly proud of its library and reference facilities, and has good working relationships with Trusts and Health Authorities.

The Academic Department of Paediatrics

The University Academic Department of Paediatrics and Child Health (Head of Department - Professor Tauny Southwood) is part of the Division of Reproductive and Child Health. The Academic Department and is situated in the Clinical Research Block, Whittall Street, adjacent to the Children's Hospital in the centre of Birmingham.
5. DEPARTMENT OF HISTOPATHOLOGY

The laboratories are part of the recently created directorate of Clinical Support Services. The laboratories comprise the specialties of Clinical Chemistry, Haematology, Microbiology and Histopathology. All the departments are CPA accredited. The Children’s Hospital also holds a HTA for licence for the post mortem sector, and for tissue banking for non specified research. There is good collaboration between the departments including regular interdepartmental meetings.

The histopathology department is located on the 2nd floor of the laboratory block. There are common shared facilities with other laboratories including the reception area, staff room and seminar room.

STAFF

Medical Staffing

The Department has a funded establishment of three full time Consultants in Histopathology.
Consultant 1: Dr Isabel Colmenero, Clinical Lead
Consultant 2: Vacancy
Consultant 3: Vacancy

Two part time consultants support the service for Liver-Transplant Pathology and Renal Pathology.
Liver-Transplant: Dr Rachel Brown (2PA)
Renal Pathology: Prof Alexander Howie (1PA)

In conjunction with the Birmingham Women's Hospital the Department is also approved for training of Specialist Registrars in Paediatric and Perinatal Pathology.

There is currently 1 full time substantive consultant paediatric pathologist on post. A full time locum consultant job has been announced to start on 1st of March.

Secretarial/ Clerical Staffing

1.00 wte Grade 4 Secretarial / Clerical
0.75 wte Grade 3 Secretarial / Clerical

The Secretarial/Clerical staff provide support for all three Consultants.

The department forms part of Cellular Science & Infection, headed up by a Laboratory Manager. The Histopathology element is staffed by the following Laboratory Staffing;

1.00 wte Section Head
1.00 wte Deputy Section Head
2.00 wte Specialist Biomedical Scientists
2.00 wte Biomedical Scientists
1.00 wte MLA/ MTO

BMS staff cover the mortuary technician (MTO) during leave absences.

6. DEPARTMENTAL ACTIVITIES
This is one of the three largest Paediatric Histopathology departments in the country and provides major support to key clinical specialities within the hospital, in particular Hepatology, Gastroenterology, Oncology (including Neuro-oncology), Paediatric Surgery, Nephrology, Dermatology and Neurology. In addition, the Department receives referred cases from other hospitals across the UK.

The Department has a highly skilled and experienced workforce and is equipped with facilities such as immunohistochemistry, in situ hybridisation, and electron microscopy. For muscle biopsies, image analysis and muscle histochemistry are available. There is a recently modernised mortuary with photographic facilities. X-ray facilities are available on site, through the radiology department.

The laboratories are fully computerised (Telepath 2000). Each Consultant is provided with an IBM compatible computer, with E-mail and Internet access, which also includes on-line library and journal access. Image archiving and voice recognition software is available.

A fully furnished office containing a photomicroscope and digital camera of appropriate standard and IBM compatible computer will be provided to the appointed Consultants.

### Workload

<table>
<thead>
<tr>
<th>Year</th>
<th>Paediatric surgical cases, including cytology</th>
<th>Autopsies</th>
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<tbody>
<tr>
<td>2010</td>
<td>3622</td>
<td>59 (34 coronial)</td>
</tr>
<tr>
<td>2011</td>
<td>3954</td>
<td>31 (14 coronial)</td>
</tr>
<tr>
<td>2012</td>
<td>4173</td>
<td>23 (17 coronial)</td>
</tr>
<tr>
<td>2013</td>
<td>4087</td>
<td>7 (1 coronial)</td>
</tr>
<tr>
<td>2014</td>
<td>4213</td>
<td>3 (0 coronial)</td>
</tr>
</tbody>
</table>

The “surgical” work is complex and includes a significant number of tumour biopsies and resection specimens from various sites including CNS, bone marrow trephines, as well as endoscopic/gastro-intestinal, liver and renal biopsies, and skin biopsies. Transplant biopsies from liver, small bowel and kidney are frequently assessed on an urgent basis.

### Clinicopathological (MDT) meetings

Regular clinical meetings are held with a number of services, in particular Hepatology, Gastroenterology, Oncology, Neurooncology, Nephrology, Dermatology and Neuromuscular teams. Pathologists actively participate in these meetings presenting
digital images of cases. These meetings serve both a clinical as well as an educational purpose.

Education/CPD

The Department is well equipped with books in General Histopathology as well as Paediatric Pathology, which are regularly updated. Speciality journals are also available, in print and on-line.

The Department participates in national EQA schemes (paediatric pathology and organ specific schemes according to personal interest).

A multi-headed microscope is available for teaching purposes.

Research and audit

Excellent technical and other facilities are available for laboratory-based and clinical research. The Department has a longstanding record of collaborative research with clinical Departments. There are particularly strong links with the Liver Unit, the renal team and with the Department of Paediatric Oncology, and the West Midlands Children's Tumour Research group (WMCTRG), which maintains a register of information on over 95% of all paediatric tumours in the Region since 1957. BCH further is a designated CCLG centre for the storage of frozen tumour samples.

The department has a structured annual audit programme in accordance with Trust policy and CPA requirements, with meetings held every 3 months.

7. THE POST

This post is available immediately. The appointee will share the diagnostic, hospital post-mortem and MDT meeting workload equally with the consultants in post on the basis of a rota. The development of individual interests is strongly encouraged in order to take a lead in particular areas.

Note that Coroner's or forensic post-mortem examinations do not constitute part of the contracted (NHS) workload.

Out of hour's service: The post-holder will be required to participate in an on-call rota (frequency 1 in 3) for the examination of urgent specimens out of hours (weekdays 5-9pm and bank holidays 9-5pm) and for telephone consultations (24/7).

Cross-Cover for Clinical Duties with Colleagues: The appointee will be expected to provide cross-cover for his/her colleagues during periods of leave and short term sickness absence. This is recognised accordingly in the job plan.

Teaching

The appointees will be expected to take part in the teaching commitment to the pathology trainees.

He/she will be expected to contribute to undergraduate medical student teaching as
necessary and to play a full role in postgraduate medical education and the training of other relevant staff groups. An honorary University title may be offered to a suitable candidate.

Audit

The post holders will be expected to participate actively in medical, clinical and laboratory audits.

Clinical Governance

The appointees will be expected to participate in all aspects of the Clinical Governance structure developed by the Trust to monitor, maintain and develop the quality and effectiveness of care. The Trust is committed to the development of medical staff through individual appraisal. This will include audit of personal clinical practice as well as involvement in departmental / specialty reviews, attention to continuing professional development, meeting the Royal College of Pathology requirements, awareness of professional standards and the responsibility to undertake safe and ethical clinical practice.

Research

The post holders will be expected to contribute to research undertaken within the department and elsewhere in the Trust. He/she will also be expected to be aware of current research and development initiatives in relation to clinical service development.

Appraisal and Revalidation

The appointee will be expected to undergo an annual appraisal. Time for planning and preparing the appraisal will be granted.

For Consultant Medical Staff an annual appraisal and review of the Job Plan is a contractual requirement. Failure to participate in any stage of the process will render the process “incomplete”.

The appointee will also be expected to undergo revalidation. Revalidation of doctors is a key component of a range of measures designed to improve the quality of care for patients; it is the process by which the General Medical Council (GMC) confirms the continuation of a doctor’s licence to practise in the UK. All doctors who wish to retain their GMC licence to practise need to participate in revalidation.

8. CLINICAL MANAGEMENT

Clinical management in the Birmingham Children’s Hospital NHS Trust is directed through five directorates. Histopathology sits within the Clinical Support Services Directorate, which also includes all Laboratory Medicine Disciplines, Pharmacy, Therapies (Physiotherapy, Occupational Therapy, Speech & Language Therapy), Neurophysiology, Medical Day Care, Surgical Day Care, and Out Patients). The Chief Medical Officer (Medical Director) for Clinical Services is Dr Vin Diwakar. The Director of Operations is Mr David Eltringham, the acting Clinical Service Director is Dr Gilliam
Derrick, Stephen Chapman and the Directorate Associate Service Director is Mr Simon Illingworth. The Directorate management team also includes a Head of Nursing, a Finance Manager and a Human Resources Business Partner.

The post holder will be expected to take part in the delivery of clinical services within the Trust’s Service and Financial Framework and in line with the Trust’s clinical strategy.

9. TERMS AND CONDITIONS OF SERVICE

Health and safety

You have a legal responsibility not to endanger yourself, your fellow employees and others by your individual acts or omissions. The post holder is required to comply with the requirements of any policy or procedure issued in respect of minimizing the risk of injury or disease.

Confidentiality

Attention is drawn to the confidential nature of the information collected within the NHS. The unauthorized use or disclosure of patient or other personal information is a dismissible offence and in the case of computerized information, could result in prosecution or action for civic damage under the Data Protection Act 1998.

It is a condition of your employment that, should you come into possession of information relating to the treatment of patients or the personal details of an employee, you should regard this information as confidential and not divulge it to anyone who does not have the right to such information.

The Trust fully upholds the Caldicott Report principles and you are expected within your day to day work to respect the confidentiality of patient identifiable information.

Infection prevention and control

The Trust is committed to minimizing any risks of healthcare associated infection to patients, visitors and staff. All employees are required to be familiar with and comply with Infection Prevention and Control policies relevant to their area of work and must attend Infection Control training commensurate to their role.

Major incidents

In the event of a Major Incident or pandemic you may be asked to carry out other duties as requested. Such requests would be in your scope of competence, reasonable and with staff side agreement. You would also be reasonably expected to participate in training for these infrequent events.

Risk management

The post-holder should be aware of the process for reviewing systems and improving them, in order to increase patient safety and improve the service provided by BCH. All staff (on permanent, temporary or honorary contracts) should have an awareness of the risk management processes and an understanding of risk management as part of
the Governance agenda. This includes assessing, monitoring and managing all aspects of risk, including the planning and undertaking of any remedial action.

All staff should ensure they are aware of the Trust Risk Manual. All staff must be aware of their responsibility for reporting any adverse incidents, including “near miss” events, in accordance with the Trust’s Policy and guidance from the National Patient Safety Agency (NPSA).

**Equality and dignity**

The post holder will be expected to adhere strictly to principles of fairness and equality in carrying out the role. At all times the post holder will be required to show respect for and maintain the dignity of patients, the public and work colleagues.

The Trust will not tolerate any form of bullying or harassment, violence or aggression against its employees.

**Safeguarding**

As a Trust employee you are required to comply with all legislation and guidance relating to safeguarding children and promoting their health and welfare. If you are being investigated regarding child protection concerns, or become subject to such investigations, appropriate steps may have to be taken such as redeployment, increased supervision etc. and, depending on the outcome of the investigation, there may be implications for your continued employment. You are required to inform the Head of Child Protection Support Service if your own children are/become subject to child protection procedures. This information will be treated in a confidential manner.

**Induction**

It is the responsibility of every employee to participate fully in induction.

A Trust-wide induction course is held on the first and third Monday of each month and local induction will be provided within your own place of work.

**Working Time Directive**

The working Time Regulations 1998 require that you should not work more than an average of 48 hours each week, i.e. in a 17 week period no more than 816 hours or 1248 hours in a 26-week period. To work more you must have the authorisation of your manager and you must sign an opt-out agreement that you choose to work more.

Should you have more than one job with the Trust or have a job with another employer, then the total hours worked in all your jobs should not exceed the average of 48 hours as above. You are therefore required to inform your manager if you continue to work elsewhere and the number of hours you work, or if you take up work elsewhere during your employment with the Trust.

10. **VISITING ARRANGEMENTS**
Interested applicants are invited to visit on an informal basis by arrangement with Dr Isabel Colmenero, Clinical Lead (0121 333 9833, isabel.colmenero@bch.nhs.uk) or Dr Gill Derrick, Clinical Service Director, Clinical Support Services (gillian.derrick@bch.nhs.uk). The Trust will reimburse expenses in the UK for one pre-interview visit for short listed candidates.

11. JOB PLAN AND PERSON SPECIFICATION

Copies of the proposed Job Plans and Person Specification for potential candidates are attached to this job description.

**JOB PLAN**

Post: **Substantive Consultant in Paediatric Pathology**

The contract comprises 10 Programmed Activities (PAs) (equivalent to 40 hours), of which 8 PAs are for direct clinical care (DCC) and 2 are for supporting activities (SPA). The on-call commitment for the post will be 1:3. The current on-call commitments for the consultants are minimal, amounting to 0.5 PA/week for the entire department. The consultants currently in post cross cover for planned holiday and study leave in addition to unplanned short term sickness absence. This is recognised in the job plan.

The successful post holder will share the diagnostic work including hospital post mortems based on a rota. Clinical/MDT meetings are allocated according to areas of interest.

**Provisional timetable for a 10-PA contract**

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<thead>
<tr>
<th></th>
<th>MONDAY</th>
<th>TUESDAY</th>
<th>WEDNESDAY</th>
<th>THURSDAY</th>
<th>FRIDAY</th>
</tr>
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<tbody>
<tr>
<td>AM</td>
<td>DCC</td>
<td>DCC</td>
<td>Supportive Activities</td>
<td>DCC</td>
<td>DCC</td>
</tr>
<tr>
<td>PM</td>
<td>DCC</td>
<td>DCC</td>
<td>DCC</td>
<td>Supportive Activities</td>
<td>DCC</td>
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PERSON SPECIFICATION

Post: Consultant in Paediatric Pathology

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<tr>
<th>Essential</th>
<th>Desirable</th>
<th>Assessment</th>
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| Qualifications | Full and specialist registration (and a licence to practise) with the General Medical Council (GMC) (or eligible for registration within six months of interview)  
Holder of Certificate of Completion of Training (CCT), or within six months of award of CCT or equivalent by date of interview  
FRCPPath or evidence of equivalent qualification | Higher Degree (MD, PhD, etc)  
MRCPCH or evidence of equivalent qualification | CV,GMC Check  
Specialist Register Check |
| Relevant experience | Appropriate Progression Of Career To Date | Recent Paediatric Pathology experience and/or Recognised training in Paediatric Pathology, Experience in transplant and neuropathology | CV Interview References |
| Interests and motivation | Able to provide a diagnostic Paediatric Pathology service relevant to the clinical services provided within the trust | Competence in reporting specimens from diverse organ systems, including CNS, muscle and eye. | CV Interview References |
| Personal qualities | Effective communicator with all staff groups  
Capable Of Building Strong And Effective Relationships With Colleagues  
Gains Confidence And Trust From Others  
Able To Respond To And Cope With Change  
Able To Cope With Pressure From Unexpected/Urgent Clinical Situations. Demonstrates Honesty And Integrity | Leadership skills | CV/interview |
| Professional development | Commitment To Continuing Professional Development | Registered in a CPD scheme | CV Interview |
| Others | Meet requirements for Occupational Health. Meet the requirements of Health Circular HC (88)9 concerning checks on criminal background. Be able to participate in the emergency on call rota |  |  |