JOB DESCRIPTION – INTERNATIONAL CLINICAL TRAINING FELLOW IN TRANSFUSION MEDICINE (1-year fixed term appointment based at NHS Blood & Transplant)

JOB TITLE: Clinical Training Fellow in Transfusion Medicine

REPORT TO: Dr Suzy Morton

FUNDED BY: Own institution

SALARY: According to payscale at funding institution

CONTRACT: 1-year full time

LOCATION: NHSBT – available centres: Bristol, Leeds, and London,

SUMMARY:

The International Clinical Training Fellow will be part of a national team working to deliver blood and blood components to patients in hospitals in England.

The appointed fellow will be directly accountable to the consultant haematologist educational supervisor at NHSBT who will be the consultant working in the centre where the fellow is based. All clinical work will be supervised by a named consultant. It is expected that the successful candidate will submit at least one project as a conference abstract and/or to a peer reviewed journal. The successful candidate will deliver teaching to doctors, nurses, biomedical and clinical scientists as part of their role.

The postholder will be supported to apply for an honorary contract in the regional tertiary hospital haematology department with a maximum of one direct clinical session per week in addition to working with the Hospital Transfusion Team and hospital transfusion laboratory.

BACKGROUND:

NHSBT was established as a Special Health Authority for England and Wales in October 2005 by the merger of UK Transplant (UKT) with the National Blood Authority (NBA) – made up of the National Blood Service (NBS) and the Bio Products Laboratory (BPL). The remit of NHSBT is to provide a reliable efficient supply of blood, organs, and associated services to the NHS. BPL has subsequently left NHSBT to form an independent organisation.

NHSBT collects around 8,000 blood donations every day to ensure a constant supply of blood to hospitals. We manufacture a range of therapeutic products from blood plasma, and provide a number of related specialist services, such as diagnostic laboratory services, solid organ tissue typing and cord blood banking.

NHSBT has multiple sites across England for blood collection, manufacturing, diagnostics, research, and development opportunities for training.

This post is a stand alone, 1-year fixed term based with the Patient Blood Management and Components team but including sessions across the transfusion directorate aimed at providing subspecialty experience for international medical graduates who have already undertaken subspeciality training in transfusion medicine at their home institution. Depending on availability and the successful applicant’s preference, the post may be undertaken in Leeds, Bristol, or London. The successful candidate will be supported to apply for an honorary contract with the partner NHS trust where a maximum of one dedicated clinical session per week will be undertaken in addition to working with the Trust Hospital Transfusion Team and hospital transfusion laboratory.

The post will **not** attract a salary from the NHS and no accommodation is provided. The post is designed to provide opportunities for international doctors seeking to undertake additional transfusion training at NHSBT, supported financially by their home institution.

Visa sponsorship will be through the Royal College of Pathologists’ Medical Training Initiative in Pathology and the fellow is advised to begin this process as soon as notification of a successful interview has been received. The visa is contingent on the fellow returning to their home country at the end of the fellowship. There are no long-term employment opportunities at NHSBT or in the UK available as part of this post.

To be eligible to apply for sponsorship, you must:

* hold a primary [medical qualification accepted by the GMC](#). As part of your application, this will need to be [pre-verified](#) by the Educational Commission for Foreign Medical Graduates (ECFMG).
* demonstrate the necessary competence in the English language as evidenced by one of the following. Results for both tests are valid for two years, the minimum scores must be attained in one sitting, and they must be obtained in your most recent sitting.
  + Pass the Academic [International English Language Testing System (IELTS)](#) examination with a minimum score of 7.0 in each category and an overall score no less than 7.5.
  + Pass the [Occupational English Test (OET)](#) Medicine test with a minimum grade of ‘B’ in in each testing area.
* have been in direct clinical practice for a minimum of 36 out of the last 60 months. Observerships and clinical attachments do not count towards this. Two years must be in pathology, and one of these two years in the pathology specialty in which the doctor wishes to work in the UK.
* have been engaged in active medical practice for the most recent 12 months. Observerships and clinical attachments do not count towards this.
* be in possession of a certificate of good standing.
* have evidence of completion of an internship.

Your application must be supported by at least two satisfactory references which will be requested by the College, one of which needs to be from your current employment.

NB these criteria are set by the Royal College of Pathologists and are available on their website.

SPECIFIC TASKS FOR THE INTERNATIONAL CLINICAL TRAINING FELLOW:

The Training fellow will be part of a multi-disciplinary team and will undertake supervised work in the following areas:

Key objectives

1. Management of clinical transfusion problems, in the clinic and ward setting e.g.

* Transfusion management of haematological malignancies, haemoglobinopathies and anaemia in pregnancy
* Management of massive transfusion in different scenarios (e.g.: in trauma, obstetrics, cardiac, theatre)
* Paediatric transfusion including intrauterine Transfusion
* Antenatal serology

1. Assessment and management of patients in therapeutic apheresis procedures
2. Transfusion related adverse incidents investigation, reporting and management
3. Hemovigilance
4. Laboratory management, to include:

* Reference Immunohaematology
* Platelet and granulocyte immunology
* Histocompatibility and immunogenetics
* Transfusion microbiology- TTI testing

1. Donor Medicine

* Principles and practices of whole blood donations
* Donor selection, recruitment, retention, education and collection
* Component preparation by apheresis
* Donor look back and trace back investigations

1. Blood components processing, quality monitoring
2. Transportation, storage and blood stock management
3. Quality assurance
4. Complete at least one quality improvement project at NHSBT with the aim of submitting a conference abstract and/or publishing a peer reviewed paper.
5. Deliver teaching to healthcare professionals on NHSBT’s teaching programmes.

See next page for an example rotation structure. The individual rotation will depend on the geographical location and availability of different opportunities as well as the fellow’s individual learning needs.

**Programme structure**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
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| Month 1 | | 2 | | 3 | | | 4 | | | | 5 | | | 6 | | 7 | | | | 8 | | | 9 | | | 10 | | | 11 | | | 12 |
| **Induction** | | **PBM+components** | | | | | | | | | | | | **RCI** | | | | | | | | | **Donor medicine** | | | | | | | | | **PBM/C** |
| **Patient Blood Management + components** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  |  | | **CAGT** | |  |  | |  | **H&**  **I** |  | |  | | |  | | **CAGT** |  |  | | **H&**  **I** | **H&I (1 week)** | | |  | | **C**  **AG**  **T** |  | | **H&I** |  | |
| **Supervisors** | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Educational supervisor (ES) throughout (PBM cons) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|  | | PBM/components Educational Supervisor | | | | | | | | | | | RCI Clinical Supervisor | | | | | | | | | | | Donor Clinical Supervisor | | | | | | | | |
| **Timetable/tasks** | | | | | | | | | | | | |  | | | | | | | | | | |  | | | | | | | | |
| Intro meeting with ES  M&L tour  Mandatory training  Controlled documents for PBM | | PBM on call with Educational Supervisor  PBM consultant meetings  Components meetings – urgent and routine | | | | | | | | | | | 1st on PBM duty rota with Clinical Supervisor  Lab visits (depending on geography – as blocks or once/week)  Work through controlled docs used for consultant induction  International Blood Group Reference Laboratory visit  Regional clinical RCI (Red Cell Immunohaematology) meetings  Diagnostic Medical Group (DMG) meetings  Visit to or meeting with National Frozen Blood Bank | | | | | | | | | | | Attend Donor Medical Team meetings, work with Clinical Support Team (depending on region),  donor selection, JPAC SAC CSD (Care and Selection of Donors) meetings and associated project work, SHOT (Serious Hazards of Transfusion) team and associated donor adverse events work, rare donors selection requests, work on donor consent, donor health surveillance and TTIs with Microbiology Services, Plasma for Medicines | | | | | | | | |
| Patient Blood Management (PBM)/components throughout  Teaching – Non-Medical Authorisation (NMA), Intermediate Transfusion Medicine (ITM)  Hospital Regional Transfusion Committee (RTC) and Hospital Liaison (HL) meetings /case review meetings (depending on local arrangements) – honorary contract with hospital | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

APPROPRIATE SKILLS:

The post is for a senior (near completion of transfusion training in the home institution) Specialist Trainee in transfusion medicine looking to undertake a dedicated period of subspecialty experience in transfusion medicine in England. The post requires a high calibre individual, motivated to work with a variety of teams learning about different elements of transfusion medicine. An ability to take initiative (with appropriate supervision and guidance) to pursue training opportunities, undertake projects, as well as the ability to work within a team are essential.

It is expected that at the completion of this post the candidate will possess the knowledge and skills to develop a future career as a specialist in transfusion medicine.

An example timetable is given below although it the role will be flexible to allow for experience in different clinical areas, and will change through the year to reflect attachment to each of the key areas (PBM/components, red cell immunohaematology, donor medicine). It is anticipated most aspects of the timetable will vary week to week depending on the available meetings, activities etc.

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| --- | --- | --- | --- | --- | --- |
|  | Monday | Tuesday | Wednesday | Thursday | Friday |
| AM | Educational supervisor meeting | Hospital transfusion team meeting | Teaching | Project work | Project work |
| PM | PBM consultant meeting | Laboratory visit | Apheresis unit visit | Components meeting | SPA/admin time |

PLACE OF EMPLOYMENT

NHSBT – centre/location TBA (Leeds, Bristol, or London)

CONTRACT

A 1 year fixed honorary (unpaid) contract will be offered. An honorary contract will be supported in the regional NHS Trust.