SPECIALTY TRAINING PROGRAMME IN CHEMICAL PATHOLOGY WITH SUBSPECIALTY OF METABOLIC MEDICINE IN WESSEX DEANERY

This is a 5 year training programme in Chemical Pathology (with Metabolic Medicine) commencing at ST3 and aimed at doctors who can demonstrate the essential competencies to enter this level of training. The programme is designed to support training for a CCT in Chemical Pathology (with the subspecialty of Metabolic Medicine).

The programme is based in the following centre in the Wessex Deanery:

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<th>HOSPITAL</th>
<th>LOCATION</th>
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<tr>
<td>University Hospital Southampton NHS Foundation Trust</td>
<td>Southampton</td>
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Health Education Wessex is responsible for the planning, development, education and training of the healthcare and public health workforce across Hampshire, Dorset, Isle of Wight and Salisbury. We also provide medical training for the States of Jersey and GP appraisal services for Jersey and Guernsey. We believe that the key to improving the health and healthcare of the 2.8 million people living in Wessex is investment in the skills and values of the 52,000 people working in the NHS and in primary care.

Within the field of postgraduate medical education and training, we manage across primary and secondary care for these health communities – totalling around 2,400 doctors in training at any one time across 12 Trusts and 160 GP practices. In addition, we support the workforce development for GP Practice Nurses and Public Health practitioners as well managing a bespoke GP appraisal service for established GP Practitioners to meet the requirements for revalidation in accordance with the statutory requirements set by the General Medical Council.

We manage training programmes for postgraduate medical training according to the statutory standards set by the General Medical Council (GMC) and have
responsibility for establishing and maintaining quality management systems for all posts and programmes as required by the GMC.

The work of the Deanery is guided by the principles embedded within the NHS constitution.

**Rotation Information**

The primary aim of this training programme is for the trainee to gain a wide experience of, and exposure to, Chemical Pathology and Metabolic Medicine, designed to satisfy the requirements of both the [Curriculum for Higher Specialist Training in Chemical Pathology](https://www.rcpath.org/education/curricula/chemical-pathology-training) from the Royal College of Pathologists and the [Curriculum for training in the subspecialty of Metabolic Medicine](https://www.rcplp.ac.uk/education/training-curriculum) from the Joint Royal Colleges of Physicians Training Board (JRCPTB).

The trainee will be based in Southampton University Hospital Trust (SUHT). A period of secondment to the Charles Dent Metabolic Unit, the National Hospital for Neurology and Neurosurgery for training in Inborn Errors of Metabolism. It is envisaged that the fifth year will largely be one of consolidation with placement being in accordance with trainee needs.

**Study and Training**

The primary aim of the training programme is to provide a Deanery-wide syllabus and minimum agreed standards of education.

The Deanery is committed to developing postgraduate training programmes as laid down by PMETB, Colleges and Faculties and by COPMED - the Postgraduate Deans Network. At local level College / specialty tutors work with the Programme Director and Directors of Medical Education in supervising these programmes. Trainees will be expected to take part in these programmes (including audit) and to attend meetings with their nominated educational supervisor.

All posts within the training programme are recognised for postgraduate training by the Postgraduate Medical Education Training Board (PMETB) in accordance with their standards for training.
Study leave is granted in accordance with Deanery/Trust policy and is subject to the maintenance of the service.

All posts have a service element and the following covers the majority of duties:

1. Develop an in-depth knowledge of Chemical Pathology and Metabolic Medicine in accordance with the Curriculum for Higher Specialist Training in Chemical Pathology of the Royal College of Pathologists and the Curriculum for training in the subspecialty of Metabolic Medicine from the Joint Royal Colleges of Physicians Training Board (JRCPTB).
2. Liaise between laboratory technical, scientific and medical staff.
3. Attend and participate in Outpatient clinics and ward rounds to obtain broad based experience in the five designated clinical areas (Disorders of Nutrition, Inborn Errors of Metabolism, Disorders of Lipid Metabolism and Cardiovascular Risk assessment, Disorders of Calcium Metabolism and Bone, Diabetes) sufficient to satisfy the requirements of the Metabolic Medicine Curriculum.
4. Undertake the year one assessment and regular workplace based assessments as required by the curricula; work towards and study for Fellowship of the Royal College of Pathologists and maintain continued professional development.
5. Take part in rostered laboratory work.
6. Attend regular educational and multidisciplinary sessions.
7. Undertake audit at various times throughout training.
8. Teach medical students as directed.
9. Co-operate with members of the personnel department when monitoring hours of work and other personnel issues.
10. Comply with all local policies including dress code, annual and study leave.

**Trust Generic / Specialty Information**

- Southampton University Hospitals NHS Trust (SUHT) provides local hospital services to some 500,000 people living in Southampton and South West Hampshire and specialist services including neurosciences, cancer care, cardiac services and children's intensive care to more than 3 million people in central southern England and the Channel Islands. SUHT is also a major centre for teaching and research in association with the University of Southampton and partners including the Medical Research Council, Wellcome Trust and Cancer Research Campaign.
- Poole (PHT) and the Royal Bournemouth Hospitals (RBH) are both acute 800 bed District General Hospitals with a full range of medical and surgical specialties. The department also provides a service to a number of community...
hospitals and 94 surgeries (465 General Practitioners). Total catchment population served is 550,000

- Both Departments offer a comprehensive range of analyses. SUHT in addition provide a regional service for Paediatric Clinical Biochemistry, Trace Element analysis, Specialist Endocrinology and Forensic Toxicology.
- Training is overseen by the Deanery Pathology School and the Regional Specialist Training Committee for Chemical Pathology, senior medical membership of which includes:
  - Dr P Cook (Programme Director, Consultant and Educational Supervisor SUHT)
  - Dr E Abu (Consultant and Educational Supervisor SUHT)
- Timetable: A timetable will be drawn up for each trainee covering the five key areas of the Chemical Pathology training (Outline Appendix 1) and the minimum clinical training required for Metabolic Medicine (Outline Appendix 2).

Teaching programmes will cover all aspects of the Curriculum for Higher Specialist Training in Chemical Pathology with emphasis placed on the acquisition of clinical skills as per the Curriculum for training in the subspecialty of Metabolic Medicine of the JRCPTB.

Curricula

The curricula detail the level of knowledge and skill that a trainee should acquire to provide a high quality service at consultant level in the National Health Service (NHS). The Good Medical Practice and core content of the curricula include:

1. Laboratory aspects of chemical pathology.
2. Management and communication
3. Clinical governance, clinical audit and evidence-based medicine.
4. Clinical training in the Chemical Pathology of Disease
5. Direct patient care
6. Recent advances in the clinical and laboratory aspects of the subject as published in scientific literature

The curricula map components of Good Medical Practice against the clinical components of Chemical Pathology and Metabolic Medicine.
Teaching

The objective of this programme is to educate and train a Specialist Registrar to attain CCT in Chemical Pathology with the subspecialty of Metabolic Medicine in a timely manner and successfully continue their careers as Consultants in the NHS with or without academic appointments.

The programme is based on the following criteria:-

(a) Education and training guidelines established by the Royal College of Pathologists and the JRCPTB. The programme will be managed by the Educational Supervisors (Dr Cook, Dr Abu), who will report to the Pathology School Board and thence to the Postgraduate Dean. The Educational Supervisors will be responsible for arranging appraisals and preparation for Annual Review of Competency Progression (ARCP).

(b) Education and training will be provided in:-
   (i) Laboratory techniques and evaluation of results.
   (ii) A spectrum of clinical metabolic diseases.
   (iii) Research methods and concepts.
   (iv) Teaching skills and methods.
   (v) A modular programme that concentrates on self-learning. All modules will be individually planned and assessed.

(c) There will be a concentration on the acquisition of skills in a variety of clinical areas to facilitate future independent clinical practice in these areas.

(d) There will be a concentration on the management skills essential for trainees’ future roles as Consultants. Time management, inter-personal skills in addition to laboratory, clinical and financial management skills will be developed.

(e) Clinical governance, evidence-based medicine and audit will be emphasised to prepare the trainees for their future roles as Consultants and the self-learning aspect of the programme will be directed towards continuing professional development as a Consultant.

Training portfolio

The trainee will be expected to maintain a training portfolio, using the Royal College of Pathologists’ Learning Environment for Pathology Trainees (LEPT), a web-based system for workplace-based assessment (WPBA) and multi-source feedback (MSF) which will also include an e-Portfolio to support the ARCP process. Evidence should be collected for attendance at courses or lectures, whether these are within the hospital, region or international. This should include documented evidence of participation at these times. Training plans, WPBA assessments, appraisal outcomes
and self-assessment details should be maintained by the trainee within this portfolio. The trainee will also be expected to demonstrate evidence of IT training and participation in clinical audit and R&D and these should be maintained in the training portfolio.

**Trainees accommodation equipment**

The trainee will have a desk, access to a secure filing cabinet within shared office space together with access to a PC which can be used for email and for access to the internet. Local Trust policy for use of IT equipment and internet access must be observed.

Some text books are available within the department and there will be provision to provide others in accordance with the trainee’s needs. Library services provide a good range of medical journals, both hard copy and online, and a good supporting photocopying facility.

**Main Conditions of Service**

The posts are whole-time and the appointments are subject to:

1. The Terms and Conditions of Service (TCS) for Hospital Medical and Dental Staff (England and Wales)
2. Satisfactory registration with the General Medical Council
3. Medical Fitness – You may be required to undergo a medical examination and chest x-ray. Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regards to HIV/AIDS and Hepatitis viruses. Candidates must be immune to Hepatitis B. You will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed necessary by the Occupational Health Department)
4. Right to work in the UK
5. Criminal Records Check/POCA check carried out by the Trust Medical HR department.
6. Pre-employment checks carried out by the Trust Medical HR department.

**Hours**

The working hours for junior doctors in training are now 48-hours averaged over 26 weeks (six months). Doctors in training also have an individual right to opt-out if they choose to do so, but they cannot opt-out of rest break or leave requirements. However, the contracts for doctors in training make clear that overall hours **must not exceed 56 hours in a week** (New Deal Contract requirements) across all their employments and any locum work they do.

[http://www.nhsemployers.org/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx](http://www.nhsemployers.org/PlanningYourWorkforce/MedicalWorkforce/EWTD/Pages/EWTD.aspx)

**Pay**

You should be paid monthly at the rates set out in the national terms and conditions of service for hospital medical and dental staff and doctors in public health medicine and the community health service (England and Wales), “the TCS”, as amended from time to time. The payscales are reviewed annually. Current rates of pay may be viewed at

[http://www.nhsemployers.org/PayAndContracts/Pay%20circulars/Pages/PayCircularsMedicalandDental.aspx](http://www.nhsemployers.org/PayAndContracts/Pay%20circulars/Pages/PayCircularsMedicalandDental.aspx)

Part-time posts will be paid pro-rata.
Pay supplement

Depending upon the working pattern and hours of duty you are contracted to undertake by the employer you should be paid a monthly additional pay supplement at the rates set out in paragraph 22 of the TCS. The current payscales may be viewed at: http://www.nhsemployers.org/. The pay supplement is not reckonable for NHS pension purposes. The pay supplement will be determined by the employer and should be made clear in their offer of employment and subject to monitoring.

Pension

You will be entitled to join or continue as a member of the NHS Pension Scheme, subject to its terms and rules, which may be amended from time to time.

Annual leave

Your entitlement to annual leave will be five or six weeks per annum depending upon your previous service/incremental point, as set out in paragraphs 205 – 206 of the TCS.

The TCS may be viewed at http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx

Sick pay

Entitlements are outlined in paragraphs 225-240 of the TCS.

Notice

You will be required to give your employer and entitled to receive from them notice in accordance with paragraphs 195 – 196 of the TCS.
Study leave

The employer is expected to offer study leave in accordance with paragraphs 250 – 254 of the TCS. Local policy and procedure will be explained at your induction.

Travel expenses

The employer is expected to offer travel expenses in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties. Local policy and procedure will be explained at induction.

Subsistence expenses

The employer is expected to offer subsistence expenses in accordance with paragraph 311 of the TCS. Local policy and procedure will be explained at induction.

Relocation expenses

The employer will have a local policy for relocation expenses based on paragraphs 314 – 315 of the TCS and national guidance at [http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx](http://www.nhsemployers.org/PayAndContracts/MedicalandDentalContracts/JuniorDoctorsDentistsGPReg/Pages/DoctorsInTraining-JuniorDoctorsTermsAndConditions150908.aspx)

You are advised to check eligibility and confirm any entitlement with the employer before incurring any expenditure. In addition to local policy there is Deanery guidance which can be viewed on [www.wessexdeanery.nhs.uk](http://www.wessexdeanery.nhs.uk)

Pre-employment checks

All NHS employers are required to undertake pre-employment checks. The employer will confirm their local arrangements expected to be in line with national guidance at
Professional registration

It will be a requirement of employment that you have professional registration with the GMC for the duration of your employment.

Health and safety

All employers have a duty to protect their workers from harm. You will be advised by the employer of local policies and procedures intended to protect your health and safety and to comply with these.

Disciplinary and grievance procedures

The employer will have local policies and procedures for dealing with any disciplinary concerns or grievances you may have. They will advise you how to access these, not later than eight weeks after commencement of employment.

Educational supervisor

The employer will confirm your supervisor on commencement.

General information

The Deanery’s management of Specialty Training programmes, including issues such as taking time out of programme and dealing with concerns or complaints, is available at www.wessexdeanery.nhs.uk and in the national ‘Gold guide’ to
Specialty Training at