SPECIALTY TRAINING IN CLINICAL GENETICS PROGRAMME IN WESSEX DEANERY

This is a 4 year training programme in Clinical Genetics at ST3 aimed at doctors who can demonstrate the essential competences to enter this level of training. The programme is designed to support training for a CCT in Clinical Genetics. Details of essential competences and qualifications are detailed in the MMC person specification for Clinical Genetics at ST3 which is available from www.mmc.nhs.uk

It is anticipated that completion of this training programme, subject to satisfactory progression at the ARCP, will lead to a CCT or CESR (CP) in Clinical Genetics.

The programme is based in hospitals in the Wessex Deanery including:

<table>
<thead>
<tr>
<th>HOSPITAL</th>
<th>LOCATION</th>
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<tbody>
<tr>
<td>North Hampshire Hospital</td>
<td>Basingstoke</td>
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<tr>
<td>Dorset County Hospital</td>
<td>Dorset</td>
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<tr>
<td>St Mary’s Hospital</td>
<td>Isle of Wight</td>
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<td>Poole Hospital</td>
<td>Poole</td>
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<td>St Mary’s Hospital</td>
<td>Portsmouth</td>
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<td>Salisbury District Hospital</td>
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<td>Southampton General Hospital</td>
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<td>Princess Anne Hospital</td>
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<td>Christchurch Hospital</td>
<td>Bournemouth</td>
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<td>Ashurst Hospital</td>
<td>Southampton</td>
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<tr>
<td>Royal Hampshire County Hospital</td>
<td>Winchester</td>
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Wessex Deanery is a relatively small deanery with a defined geographical area which does lead to there being a single unit of application. In the majority of cases successful candidates will be asked to preference their choice of location for either one or two years. Some specialties will require successful candidates to preference both commencing location and specialty. Future placements will be based, as normal, on individual training and educational needs. Please note that applications are to the Wessex Deanery as a whole. This may mean that you may be allocated to any geographic location within the Wessex Deanery depending on training needs.

The Wessex Deanery covers a geographical area from Basingstoke in North Hampshire to Dorchester in West Dorset and the Isle of Wight to the South; in addition some programmes rotate to Jersey and Chichester in West Sussex. This is a spread of approximately 65 miles North to South and 76 miles East to West. The Wessex Deanery serves a population of around 2.8 million people.

The Wessex Deanery is part of South Central Strategic Health Authority which covers Berkshire, Buckinghamshire, Oxfordshire in the north (under Oxford Deanery) and Hampshire and Isle of Wight. In addition, Wessex Deanery provides training programmes within Dorset and South Wiltshire under a formal agreement with the South West Strategic Health Authority. The Wessex Deanery is responsible for the training of some 2,500 trainees.
## Rotation Information

### Departmental Example Timetable for Clinical Genetics

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<thead>
<tr>
<th></th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
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<tbody>
<tr>
<td><strong>First am</strong></td>
<td>Cancer meeting</td>
<td>Poole clinic (BC)</td>
<td>Photo reviews clinical meeting</td>
<td>Portsmouth clinic (KL)</td>
<td>Neurogenetics clinic (NF, SH)</td>
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<tr>
<td></td>
<td>SGH cancer (AL)</td>
<td>SGH clinic (NF)</td>
<td>Journal club</td>
<td>Salisbury clinic (DB)</td>
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<tr>
<td><strong>pm</strong></td>
<td>Ward round</td>
<td>SGH clinic (NF)</td>
<td>Salisbury lab meeting and seminar</td>
<td>Salisbury clinic (DB)</td>
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<tr>
<td></td>
<td>SGH cancer (AL)</td>
<td></td>
<td></td>
<td>Portsmouth Adult (KL)</td>
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<tr>
<td><strong>Second am</strong></td>
<td>Cancer Meeting</td>
<td>IOW clinic (AC)</td>
<td>Photo review clinical meeting</td>
<td>Journal club</td>
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<td></td>
<td>Winchester clinic (DB)</td>
<td>Winchester cancer (DB)</td>
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<tr>
<td><strong>pm</strong></td>
<td>Ward round</td>
<td>SGH clinic (NF)</td>
<td>Salisbury lab meeting and seminar</td>
<td>Portland (KL)</td>
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<td></td>
<td>Winchester clinic (DB)</td>
<td>Winchester cancer (DB)</td>
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<tr>
<td><strong>Third am</strong></td>
<td>Cancer Meeting</td>
<td>Poole clinic (BC)</td>
<td>Journal club</td>
<td>Portsmouth clinic (KL)</td>
<td>Christchurch Cancer (BC)</td>
</tr>
<tr>
<td></td>
<td>SGH cancer (AL)</td>
<td>SGH cancer (AL)</td>
<td>Clinical meeting</td>
<td>Poole cancer (BC)</td>
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<td></td>
<td>Dorchester cancer (BC)</td>
<td>Winchester cancer (BC)</td>
<td>Photo review</td>
<td>Basingstoke clinic (DB)</td>
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<tr>
<td><strong>pm</strong></td>
<td>Ward round</td>
<td>SGH clinic (NF)</td>
<td>Salisbury lab meeting and seminar</td>
<td>Basingstoke cancer (DB)</td>
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<tr>
<td></td>
<td>SGH cancer (AL)</td>
<td>Winchester cancer (DB)</td>
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<tr>
<td><strong>Fourth am</strong></td>
<td>Cancer meeting</td>
<td>Poole clinic (BC)</td>
<td>Journal club</td>
<td>Portsmouth clinic (KL)</td>
<td>Dorchester Clinic (BC)</td>
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<tr>
<td></td>
<td></td>
<td></td>
<td>Clinical meeting</td>
<td>Salisbury Cancer (DE)</td>
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<td></td>
<td></td>
<td></td>
<td>Photo review</td>
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<tr>
<td><strong>pm</strong></td>
<td>Ward round</td>
<td>Salisbury lab meeting and seminar</td>
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*Note clinics in italics are held on alternate months*

### Additional clinics
- Opth/gen (IKT) Thurs am 4/yr
- Endoc/gen (IKT) Mon am 2/yr Soton, 3/yr Portsmouth ?day.
- SGH Dysmo (ALL) Tues pm 4/yr
- Derm/gen (AL) Tues am 4/yr
- Orth/gen (AC) Fri am 4/yr
- IOW cancer (DE) Fri 6/yr
- Haslar Child Dev(AC) 4/yr – 5th Tues in any month
- WWH Child Dev(AC) Tues am 4/yr
- Development Clinic (IKT) ? time
- Ports Dev (IKT) Thurs am 3/yr
- Ashurst Dev (IKT) Fri am 4/yr
- Deafness (KL) 2-3/yr
- Sexual Dev (KL) Wed 3/yr
- NF clinic (DB) 6/yr mon am
- Cardiac (AL) 6/yr mon pm

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Meetings

- Neurogenetics 1st Fri lunchtime, genetics dept.
- Human mol genetics seminar thurs lunchtime, genetics dept.
- WANDA meetings monthly soton, 3 monthly elsewhere.
- Child health seminars, thurs 8.30 SGH G level
- Neuro X-ray meeting Fri 8.45am.
- Registrar teaching 8.30am most wednesdays
- Renal/genetics meeting 3/yr tuesdays

Trainees are expected to attend all non-clinic entries on the general timetable, and in addition will be allocated 8 half day clinics per month from those listed, depending on their training needs. In general trainees clinic timetables will be rotated on a six monthly basis. Specialist joint clinics that are listed underneath the master timetable are also attended by trainees on a rotational basis.

**Study and Training**

The primary aim of all posts is the training programme developed and there is a region wide syllabus and minimum standards of education agreed by all Trusts within the rotation.

The Deanery is committed to developing postgraduate training programmes as laid down by GMC, 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 General Medical Council (GMC) in accordance with their standards for training.

Study leave is granted in accordance with Deanery/Trust policy and are subject to the maintenance of the service.

All posts have a service element and the following covers the majority of duties. There will be minor variations in different hospitals but the list is aimed at covering the majority of duties:

1. Supervise, monitor and assist the House Officer (F1) in the day-to-day management of in-patients in posts with an attached F1.
2. Liaise between nurses, F1 and F2 Doctors, patients, relatives and senior medical staff.
3. Attend and participate in ward rounds as timetabled
4. Attend outpatient clinics.
5. Take part in rostered emergency work.
6. Dictate discharge summaries.
7. Study for higher examination and maintain continued professional development.
8. Attend weekly educational and multidisciplinary sessions.
9. Undertake audit at various times throughout the rotations.
10. Teach medical students as directed.
11. Co-operate with members of the personnel department when monitoring hours of work and other personnel issues.
12. Attend induction in each hospital or new department
13. Comply with all local policies including dress code, annual and study leave

**Specialty Information**

The Wessex Regional Genetics Service is an integrated clinical and molecular service covering a population of 2.8 million in Hampshire Dorset and Wiltshire. The clinical arm of the service is coordinated from the Princess Anne Hospital in Southampton and the Laboratory arm of the service is based at Salisbury District Hospital in Salisbury. The trainee will join the established Wessex Specialist Training Programme in Clinical Genetics, which is co-ordinated through the Deanery and has been running for over 10 years. Experience offered will cover the training needs of future consultants in all aspects of Clinical Genetics, as well as academic career development. The post will lead to accreditation (CCT) in Clinical Genetics. The four years will be spent in a clinical post based at Hospitals in Wessex, rotating through general, cancer and specialist genetic placements. Some very specialised areas can be covered by including short attachments to national centres of excellence where this is appropriate for a given trainee.

The clinical arm of the service currently has nine senior medical staff; four of whom are NHS consultants in clinical genetics, one an associate specialist and four have joint University/NHS contracts. There are four established Specialist Registrar training posts, fourteen specialist genetic nurse counsellors and eight clerical officers. Two HEFCE senior medical staff have honorary NHS consultant contracts. One consultant and one specialist nurse act as joint administrative heads of the service. Routine clinical work in Wessex includes outpatient clinics in 10 district hospitals covering all referrals to the service. In addition existing specialist clinics include neurogenetics, ophthalmology-genetics, dermatology-genetics, endocrinology-genetics, neuro-oncology clinics, developmental child health-genetics clinics, foetal medicine clinics, deafness-genetic clinics and orthopaedic-genetic clinics. The clinical training will thus provide ample exposure to a number of sub-specialty fields.

Laboratory experience is gained via short attachments to the Wessex Regional Genetics Laboratory in Salisbury. This laboratory provides one of the most comprehensive molecular and cytogenetic services in the country and in 2002 became one of two National Reference Laboratories.

Programmes of specialist training in Clinical Genetics in Wessex have been approved by JCHMT/PMETB and are regularly reviewed.

**Curriculum**

Applicants are referred to the JRCPTB website for details of the specialist curriculum, but by the end of the educational programme must have the requisite knowledge and skills to diagnose and manage genetic aspects of a wide range disorders in the following categories, including but not restricted to the conditions below.
Cancers - common familial cancers – breast, ovary, bowel

Cancers - rare genetic cancer syndromes – adenomatous polyposis coli, multiple endocrine neoplasia, NF 2, von Hippel Lindau disease.

Cardiac disorders – hereditary cardiomyopathies and conduction defects

Congenital abnormalities – single and multiple; malformations, deformations and disruptions; fetal and neonatal presentations

Connective tissue disorders – Marfan syndrome, Ehlers Danlos syndrome

Cystic fibrosis

Chromosomal disorders – sporadic and familial; numerical and structural abnormalities

Deafness – isolated and syndromic deafness

Dysmorphic syndromes – common syndromes as well as some experience with rare disorders

Fragile X syndrome – and other X-linked mental retardation syndromes

Haematological disorders – haemoglobinopathies, haemophilia, thrombophilia, Haemochromatosis

Huntington disease – and other adult onset hereditary neurodegenerative disorders

Inborn errors of metabolism

Learning disability – familial and syndromic causes

Mitochondrial cytopathies – mitochondrial myopathies/encephalomyopathies and Leber’s optic atrophy

Multifactorial disorders – neural tube defects, epilepsies and common adult onset disorders

Neurogenetic disorders – Spinal muscular atrophy, spinocerebellar ataxias, hereditary neuropathies, hereditary spastic paraplegia

Neuromuscular disorders – myotonic dystrophy, Duchenne, Becker, limb girdle, FSH and Emery Dreifuss muscular dystrophies

Neurocutaneous syndromes – neurofibromatosis 1 and tuberous sclerosis

Ophthalmic genetic disorders – retinitis pigmentosa

Pharmacogenetic disorders – malignant hyperthermia and glucose 6 phosphate dehydrogenase deficiency

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Renal disorders – adult and infantile polycystic kidney disease

Skeletal dysplasias – achondroplasia, osteogenesis imperfecta, spondyloepiphyseal dysplasias

Teratogens – alcohol and anticonvulsants

By the end of training, specialist registrars must be able to:

- Record and analyse family history data
- Obtain the medical history and carry out clinical examination as it relates to genetic diseases.
- Diagnose genetic disease using clinical evaluation and genetic testing
- Choose appropriate investigations and interpret results
- Provide accurate information and effective genetic counselling to individuals and families
- Write clear summaries of genetic clinic consultations in post-clinic letters to colleagues and patients
- Formulate management plans for genetic aspects of genetic/hereditary disorders
- Perform risk calculation, including Bayes theorem
- Carry out phlebotomy, skin biopsy, hair root extraction and photography
- Conduct literature searches and use medical genetic databases
- Store and retrieve genetic data in single-disease genetic registers
- Work effectively in a team with other colleagues providing genetic services
- Liaise appropriately with colleagues from other specialists, including family care workers
- Make use of lay organisations to support patients and families with genetic diseases
- Communicate and explain genetic issues to colleagues and the lay public
- Work effectively with colleagues in other disciplines

Teaching

There are many learning opportunities, some of which are listed below and are currently available:

- Weekly clinic meeting
- Weekly cancer genetics meeting
- Weekly ward round
- Weekly journal club/audit
- Weekly Slide review meetings.
- Weekly departmental tutorials
- Monthly clinical seminar
- Weekly Human Genetics seminar
- Weekly Salisbury Laboratory seminar and meeting
- Weekly hospital grand round
- Weekly paediatric meeting
- WANDA monthly meeting
- Neurogenetics monthly meeting
- Eye genetics meeting - approximately 3 year
- Skin genetics meeting - approximately 1 year
- West of Britain audit and training days - 6/year
- National Dysmorphology meeting - 4/year

**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 (or 52-hours if working on a derogated rota) 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

**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

Part-time posts will be paid pro-rata.

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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 xx. 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
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

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 http://www.nhsemployers.org/RecruitmentAndRetention/Employment-checks/Pages/Employment-checks.aspx

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 http://www.mmc.nhs.uk/specialty_training_2010/gold_guide.aspx