School of Medicine

Specialty Trainee Year 3 in Clinical Genetics

JOB DESCRIPTION
Appointment of: Specialty Trainee Year 3 in Clinical Genetics

To commence: August 2013

Duration of post: 6 months

Anticipated end date: October 2016

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**General Information about the NHS in the North East**

The NHS in the North East is one of the highest performing NHS regions in the country.

Across the region we have a clear vision for healthcare:

‘The NHS in the north east of England will be the leader in excellence in health improvement and healthcare services’.

With a population of around 2.6 million, the north east has:

- almost 77,000 staff
- eight hospital trusts
- 12 primary care trusts
- 400 GP surgeries
- 331 NHS dentists
- 551 pharmacies
- one ambulance trust
- two specialist trusts providing mental health and learning disabilities services.

The north east is a region of contrasts with vast areas considered rural and concentrations of population in the industrial heartlands of Tyneside, Wearside and Teesside.

Waiting times for hospital treatment have fallen dramatically.

Likewise, developments in drugs and technologies have created exciting new opportunities to save lives and cure disease - as well as heightened expectations - for people in the North East. We are seeing significant reductions in deaths from the big killers.

Across the North East, there are many excellent examples of integrated services provided and, in many cases, jointly funded by the NHS and local authority partners and involving the third sector.
The Northern Deanery

The Northern Deanery operates across a wide and geographically varied area covering Northumberland, Tyne and Wear, North Cumbria, County Durham and Tees Valley. We work with 11 acute trusts (which includes two specialist trusts providing mental health and learning disabilities services), 13 primary care trusts, 196 general practice training practices and 60 general dental training practices.

In the recent GMC 2012 National Trainee Survey, the Northern Deanery scored top in the following:

- Overall trainee satisfaction - highest scoring deanery in England, Wales & Northern Ireland for the second year running
- Clinical supervision - highest score in the whole of the UK
- Educational supervision - highest score in the whole of the UK
- Induction - highest score in the whole of the UK
- Feedback - highest score in the whole of the UK
- Adequate experience - highest in England, Wales & Northern Ireland

Because we know that the quality of education and training is of paramount importance to you, our investment in our trainers and their training is essential to our success. It is also important to have wide and varied experiences in different fields and environments. You will gain a breadth of experience in selected and supervised hospital posts throughout the area in large university acute hospitals, community hospitals and district general hospitals to ensure you get the training you need to give you a rewarding future career. Within these areas you will have the opportunity to work with nationally and internationally recognised clinicians and leaders.

To find out more about what it is like to ‘Live and Train’ in the Northern Deanery you can visit our website www.liveandtrain.nhs.uk

School of Medicine

The aim of the Specialty School is to ensure that patient care is delivered by trained doctors and developed to streamline postgraduate medical training, which is focussed on service required by the NHS and delivered to explicit standards.

The Northern Genetics Service

The Northern Genetics Service [NGS] is a fully integrated regional laboratory and clinical service based on two sites: the Institute of Human Genetics, Newcastle upon Tyne and the Teesside Genetics Unit, James Cook University Hospital, Middlesbrough. The main purpose of the NGS is to
provide comprehensive, high quality services that help reduce morbidity and mortality associated with genetic disease and to facilitate decision making through genetic counselling and education of patients and other health care professionals. It is funded by a comprehensive contract negotiated at regional level. Over 13,000 people are seen in one of the two central or ten peripheral clinics or in their own homes each year. Samples for laboratory analysis are received from a further 10,000+ individuals each year.

The clinical team currently comprises the Newcastle University Professors of Clinical Genetics, Medical Genetics, Muscle Genetics and Neurogenetics; the Durham University Macmillan Professor of Medicine; six NHS Consultants in Clinical Genetics; an associated Consultant Neuropsychiatrist; and 10 Genetic Nurse Specialists / Principle Genetic Counsellors. We also have close links with the UK Teratology Information Services which are based in Newcastle. The training programme can accommodate 4 specialist registrars.

The cytogenetics and molecular genetics diagnostic laboratories operate from the Institute of Human Genetics, Newcastle upon Tyne. Within the Institute are the research laboratories of Newcastle University’s Human Genetics Unit [School of Biochemistry and Genetics].

The NGS provides:

- Accurate clinical and laboratory based diagnosis.
- Genetic counselling.
- Support to individuals and families (e.g. in decision making about future pregnancies; pre- and post-predictive testing).
- Risk determination based on family history or in association with laboratory test results.
- Accessible information (written and verbal) for families, other health professionals and patient support groups.
- Expert advice to other health professionals and commissioners.
- Training for clinicians and scientists who choose to specialise in genetics.
- Education and training for other health professionals including those providing genetic counselling within other specialist services, and for undergraduate and post graduate students.
- Participation in research and clinical audit.
- Maintenance of confidential patient and family records.

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<th>The Job Itself</th>
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<tr>
<td><strong>Post:</strong> Specialty Trainee Year 3 in Clinical Genetics</td>
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<tr>
<td><strong>Employing Authority:</strong> Lead Employer Trust hosted by County Durham &amp; Darlington NHS Foundation Trust</td>
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<tr>
<td><strong>Hours:</strong> 40 hours per week</td>
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<td><strong>Duration of Post:</strong> 4 years</td>
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Aims of the Post

This post will equip trainees with the necessary skills, knowledge and experience to obtain a Certificate of Completion of Training (CCT) in Clinical Genetics.

Clinical Genetics is a specialty that deals with families and involves the diagnosis and investigation of inherited disorders, congenital anomalies as well as the genetic background of common disorders e.g. cancer. Specialists in Clinical Genetics, therefore, require a strong background in both adult medicine and paediatrics. Good communication skills are essential to gain and deliver information to anxious families. The consultant works closely within a team comprising genetic counsellors and cytogenetic and molecular laboratory staff. An understanding of the rapidly changing molecular scientific techniques is required as well as the necessary IT skills to access the latest information about rare disorders.

The aim of clinical training with the Northern Genetics Service is to produce clinical geneticists who are competent in the diagnosis and investigation of a wide range of inherited disorders in all age; who are experienced in the appropriate requesting and understanding of genetic testing, including diagnostic testing and pre symptomatic genetic testing for late onset disorders; who understand and apply knowledge of the ethical issues related to genetic disease; who have experience in antenatal testing for genetic disorders and are able to counsel families about unexpected genetic findings. Trainees will have an understanding of the latest cytogenetic and molecular techniques as well as the ability to interpret the results of genetic testing and research studies. Audit and clinical governance will underpin clinical practice.

The trainee will work under the overall direction of the Programme Director, Professor of Clinical Genetics and Clinical Director of the Northern Genetics Service.

Duties & Responsibilities

Clinical

As part of their clinical workload, Specialty Trainees will be responsible for 2-3 clinics per week which will take place in Newcastle and throughout the region. The trainee should expect to be involved with an average of 5-10 families per week, and will normally be responsible for counselling these under designated consultant supervision. He/she will also deal with correspondence, telephone queries, literature review, organisation of clinical images and sample collections relating to cases seen or to be seen.

Training

During the first year of training, Specialty Registrars learn the genetic approach to disease and participate in general and paediatric clinics. Exposure to sub-specialist areas of genetics occurs during the remainder of training.

In the first year of training there will also be an opportunity to undertake short attachments to the cytogenetic and molecular genetic service laboratories; ongoing liaison will takes place during the
fortnightly joint clinical/laboratory meeting. Later in training, where possible, experience in a biochemical genetics laboratory may be sought.

Specialty Registrars will be offered specific clinical experience in the following areas:

- Cancer genetics – both common familial cancers and rare genetic cancer syndromes
- Cardiac genetics – hereditary cardiomyopathies, conduction defects and Marfan syndrome
- Congenital abnormalities – single and multiple; malformations, deformations and disruptions; fetal and neonatal presentations
- Connective tissue disorders – Marfan syndrome, Ehlers Danlos syndrome
- Common genetic disease – cystic fibrosis, haemochromatosis, fragile X syndrome, $\alpha_1$ antitrypsin deficiency, isolated and syndromic deafness, type 1 neurofibromatosis, tuberous sclerosis, multifactorial disorders [neural tube defects etc.]
- Chromosomal disorders – sporadic and familial; numerical and structural abnormalities
- Dyssomorph genomic disorders – common syndromes as well as some experience with rare disorders
- Haematological disorders – haemoglobinopathies, haemophilia, thrombophilia
- Huntington disease – and other adult onset hereditary neurodegenerative disorders
- Inborn errors of metabolism
- Learning disability – familial and syndromic causes
- Mitochondrial genetics – mitochondrial myopathies/encephalomyopathies and Leber’s optic atrophy
- Neurogenetic disorders – Spinal muscular atrophy, spinocerebellar ataxias, hereditary neuropathies, hereditary spastic paraplegia
- Muscle genetics disorders – myotonic dystrophy, Duchenne, Becker, limb girdle, facioscapulohumeral and Emery-Dreifuss muscular dystrophies
- Ophthalmic genetic disorders – retinitis pigmentosa
- Pharmacogenetic disorders – malignant hyperthermia and glucose 6 phosphate dehydrogenase deficiency
- Renal disorders – adult and infantile polycystic kidney disease
- Skeletal dysplasias – achondroplasia, osteogenesis imperfecta, spondyloepiphyseal dysplasias
- Teratogens – alcohol and anticonvulsants

Research

We strongly encourage and support trainees to develop their own research and / or clinical interests. Many of our trainees take out of programme time to pursue higher research degrees. The Institute of Human Genetics in Newcastle upon Tyne also houses a world-class genetics research Institute, providing trainees with rich opportunity for collaboration and supervised research.

Clinical Audit

The Specialty Registrar will also be expected to participate in clinical audit and teaching at different levels, both of which are important aspects of life at the Institute of Human Genetics.
Clinical Meetings

All managerial and supervisory posts will ensure compliance with Trust policies and procedures and clinical guidelines.

Progression through training

Progression to the next year of training will always be dependent on a successful ARCP outcome. It is expected that specialty trainees will gather sufficient evidence & maintain an up to date portfolio throughout the duration of their training.
Trainees within this programme are generally based at the Institute of Human Genetics, Newcastle upon Tyne. Trainees may be expected to work in peripheral clinics across the North East and Cumbria throughout their training, and, if desired, can elect to undertake 6-12 months full time, at the Teesside Genetics Unit towards the end of the programme.

Trainees within this programme may throughout their training be based at any of the following trusts/hospitals within the deanery.

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<tr>
<th>Site</th>
<th>Trust</th>
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<tr>
<td>Institute of Human Genetics, Newcastle upon Tyne</td>
<td>Newcastle upon Tyne Hospitals NHS Foundation Trust.</td>
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<tr>
<td>Teesside Genetics Unit, James Cook University Hospital, Middlesbrough</td>
<td>South Tees Hospitals NHS Trust</td>
</tr>
<tr>
<td>Royal Victoria Infirmary, Newcastle upon Tyne</td>
<td>Newcastle upon Tyne Hospitals NHS Foundation Trust.</td>
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1. This appointment shall be governed by the Terms and Conditions of Service for Hospital Medical & Dental Staff, as amended from time to time, and adhere to Trust policies and procedures as appropriate.

2. All matters relating to patient’s health and personal affairs and matters of a commercial interest to the Trust are strictly confidential and under no circumstances is such information to be divulged to any unauthorised person. Breach of the Trust policy may result in disciplinary action in accordance with the Trust’s disciplinary procedure.

3. County Durham & Darlington NHS Foundation Trust is committed to a policy of equal opportunities in employment. Any act of discrimination or harassment against staff, patients, service users or other members of the public will be subject to disciplinary proceedings, which could include dismissal.

4. As a user of the host training trusts computer facilities you must comply with the host training trust’s IM&T security policy at all times.

5. You are normally covered by the NHS Hospital and Community Health Services indemnity against claims of medical negligence. However, in certain circumstances (especially in services for which you receive a separate fee) you may not be covered by the indemnity. The health departments therefore advise that you maintain membership of your medical defence organisation.

6. The Trust will ensure compliance with the Health and Safety at Work Act 1974.

7. The post is based on the NHS Medical & Dental Specialty Trainee pay scale and ranges from £29,705 - £46,708 depending on verified experience (as of 1st April 2010).

8. In addition a supplement may be paid on behalf of the host Training Trusts for agreed hours of duty within the working pattern as per HSC 2000/031 ‘Modernising Pay and Contracts for Hospital Doctors and Dentists in training’. The host Training Trust is contractually obliged to monitor junior doctors’ New Deal compliance and the application of the banding system, through robust local monitoring arrangements supported by national guidance. You are contractually obliged to co-operate with those monitoring arrangements.

9. This post is pensionable and you will be subject to the NHS Superannuation Scheme unless you chose to opt out. The current rate of contribution is 6.5%.

10. The successful candidate will be expected to complete pre employment checks. The appointment is conditional upon the following being received prior to commencement of employment: confirmation of immunisations required for the post, enhanced criminal records bureau (CRB) check, satisfactory references, evidence of GMC/GDC registration & licence to practice, right to work in the UK as a doctor in training, all medical qualifications & competencies to the required level for this post (as outlined in the person specification).
11. The trust requires the successful candidate to have and maintain registration with the General Medical Council and to fulfil the duties and responsibilities of a doctor as set out by the GMC.

12. With the Terms of DHSS Circular (HC)(88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders or cautions. The trust is committed to carefully screening all applicants who will work with children and you will be expected to undertake a ‘disclosure’ check.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are “spent” under the provision of the Act, and in the event on employing any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the order applies.

13. Should you join the Northern Deanery, relocation expenses are available to ensure you are not financially disadvantaged by relocating. This policy is open to speciality trainees appointed to a post lasting longer than 6 months subject to meeting eligibility requirements; individual personal circumstances will determine the amount you are eligible for, this ranging from £250 - £8000.

Our relocation policy is downloadable from www.northerndeanery.nhs.uk