

## Job Summary



The Royal College of **Pathologists**  
Pathology: the science behind the cure

<b>Job Title:</b>	Associate Professor (Clinical) in Forensic Pathology /Honorary Consultant (Teaching focused)
<b>Salary:</b>	Clinical Consultant £99,532 to 131,964 per annum
<b>Department:</b>	East Midlands Forensic Pathology Unit, Department of Genetics, Genomics and Cancer Sciences
<b>Hours:</b>	Full-time (10PAs, 40 hours per week) with 2 additional clinical PAs (8 hours per week)
<b>Contract:</b>	Permanent
<b>Job Family:</b>	Teaching and Research
<b>Reference:</b>	9287

## Role Purpose

The successful candidate, who will be an appropriately trained registered medical practitioner who is licensed to practice, will work within the East Midlands Forensic Pathology Unit. They will be required to have responsibility for the delivery of forensic pathology services to local police forces and coronial jurisdictions and to deliver education and training in forensic pathology and other aspects of law and medicine to undergraduates and postgraduates.

Appointees to the post as Associate Professor/Honorary Consultant should be in possession of FRCPath or equivalent and must be on, or be eligible to be on, the Specialist Register of the General Medical Council within 6 months of the interview date, be fully trained in forensic pathology and be on or be eligible for inclusion on the Home Office Register of Forensic Pathologists at the commencement of appointment.

An Honorary Consultant contract will be sought from the University Hospitals of Leicester NHS Trust.

Main Duties and Responsibilities	% Time
<p><b>Teaching</b></p> <p>The postholder will be expected to take on the organisational lead for all undergraduate and postgraduate teaching/training provided by the East Midlands Forensic Pathology Unit</p> <p>The teaching activities undertaken by the academic pathologists include:</p> <ul style="list-style-type: none"> <li>• Teaching of undergraduate medical students on special study module attachments and elective student options in forensic pathology for both internal and external students.</li> <li>• Training of postgraduate students in forensic pathology, both from within the United Kingdom and abroad</li> <li>• Teaching of autopsy techniques to the Leicester histopathology trainees.</li> </ul>	30



- Regular outside lectures to Police, paramedical staff and other organisations involved in the detection of crime.

You will contribute to teaching appropriate to your expertise and the requirements of the MB ChB and other University of Leicester undergraduate and postgraduate courses. Your teaching will include contributions to, as well as supervision and assessment of, undergraduate and postgraduate students in medicine and biological sciences (eg intercalated programmes and final year project supervision).

Our innovative medical curriculum is divided in to a predominantly medical school delivered Phase 1, and a clinical Phase 2. Our course was re-designed five years ago with a systems-based structure through phase 1, with structured group work featuring prominently throughout those first two years.

It also contains a strong early clinical preparation through our Healthcare certificate programme and Compassionate, Holistic, Diagnostic Detective course. Students then enter the clinical phase, which has long 'apprenticeship' blocks in medicine, surgery and primary care in year 3, followed by specialty blocks in year 4, and our student assistantship blocks in year 5. The latter provides excellent preparation for Foundation year roles. Each Phase is managed by a Director, who reports to the Medical School Executive and our School Education Committee. More information is available here: <https://le.ac.uk/courses/medicine-mbchb/2022>.

Clinical staff are expected to contribute to lectures, tutorials or practical work in either the core curricula (phase 1 or 2) and/or through student selected Special Study Modules (in year 3 and 5). In the case of the core curricula, staff will be responsible to a relevant Unit (phase 1) or Block lead (phase 2) for the content and nature of their teaching.

Duties also include:

- Supervision and assessment of project work undertaken by medical undergraduates (eg during Student Selected components or intercalated programmes), or postgraduate students' MSc projects.
- Academic duties (eg setting written examination questions and written marking) required to sustain the delivery of high-quality teaching.
- Regular contribution to clinical assessment (OSCEs).
- Contribute lectures, or to support group work or dissection room activity (where appropriate) for relevant Phase 1 unit(s).
- Contribution to the University admissions interview processes (multiple-mini-interviews).

Staff are required to support and comply with the University and College teaching quality assurance standards and procedures, including the provision of such information as may be required by the School or the University.

As part of your clinical PAs, in line with other Trust consultants, you would be expected to provide clinical teaching in University Hospitals of Leicester NHS Trust such as bedside teaching, seminars or tutorials and other classes as appropriate in support of placement-based Phase 2 students.

### Research and Scholarship

The unit has an active research program including both short term and long-term projects. Collaboration both within the University and with external bodies is encouraged. The postholder



<p>will not be expected to lead research within the unit, however, a research interest will be encouraged. The opportunity to undertake a Medical Doctorate will be made available to the postholder.</p> <p>Current research interests within the East Midlands Forensic Pathology Unit include:</p> <ul style="list-style-type: none"> <li>• The application of 3D imaging techniques in forensic pathology practice</li> <li>• Causation of injuries encountered in paediatric post-mortem practice</li> </ul> <p>The postholder will not be expected to lead research within the unit, however, a research interest will be encouraged. We welcome research that extends or complements existing areas of research within the University and the NHS and would seek to support new avenues if the applicant has expertise in relevant areas.</p>	
<p><b>Impact and Knowledge Exchange</b></p> <p>Pursue, develop and lead innovation and impact resulting in national and international recognition</p> <ul style="list-style-type: none"> <li>• Make a major contribution to external knowledge transfer, enterprise and engagement activities which increase the external profile of the discipline, Department and College and have a beneficial impact outside the University</li> <li>• Be recognised as an authority in the field, developing and maintaining an external profile as appropriate to the discipline</li> <li>• Maintain scholarly activity and keep up to date with developments in the field</li> </ul>	5
<p><b>Leadership and Citizenship</b></p> <ul style="list-style-type: none"> <li>• Represent the University through membership of significant external committees, groups and bodies, including those relating to policy and matters of importance in the wider Higher Education community</li> <li>• Actively participate in the management, administration and committee structures of the Department, College or University</li> <li>• Involvement in peer review, the recruitment, management and development of staff and act as a mentor and coach to colleagues</li> <li>• Provide major input to the development, communication and achievement of Department, College or University strategies</li> </ul>	5
<p><b>Clinical Duties</b></p> <p>The post holder will be offered an honorary consultant contract with the University Hospitals of Leicester NHS Trust with effect from the date of the University appointment, for the period of occupancy of the post.</p> <p>The successful candidate must comply with Home Office and Royal College of Pathologists Codes of Practice and Performance Standards for Forensic Pathology.</p> <p>The clinical duties undertaken by the postholder will include:</p> <ul style="list-style-type: none"> <li>• Participation in the rota for the investigating sudden and suspicious deaths in the East Midlands area. The successful appointee will be expected to participate in the on-call rota for suspicious deaths. It is anticipated to be a 1:4 rota. However, this may vary from time</li> </ul>	50



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to time dependent upon the exigency of the service.

- Participation in the road traffic fatality service provided to Leicestershire and Northamptonshire coroners and police. Most of these cases are undertaken by means of post-mortem computed tomography (PMCT) and external examination only, where appropriate, and the successful candidate must be willing to participate in this service.
- Participation in the routine coronial autopsy service at the Leicester Royal Infirmary to provide teaching on autopsy examination techniques to trainees in Histopathology and Forensic Pathology. The number of 'routine' coroner's cases is limited to 2 per day ie a maximum of 10 per week although the actual volume is normally much lower unless new trainees are attached to the unit.
- Undertaking independent autopsies on patients who have died in hospitals both within and outside the University Teaching Hospitals of Leicester NHS Trust hospitals. These are usually cases where allegations of medical negligence may occur.
- They may be required to undertake examinations of injuries on living patients at the request of Police forces or solicitors. This type of work may also include the review of photographs and statements on active cases or cold case reviews.
- They may be called upon to undertake autopsies on cases referred by solicitors (defence autopsies) as well as occasionally undertake consultation from overseas countries or Human Rights organisations. Members of the Unit have the option to become a member of the National DVI team.

### **Job Plan**

The post will consist of 10 programmed activities, 5 clinical and 5 academic. In addition, in discussion with the postholder, it will be expected that they will undertake 2 additional clinical programmed activities which will be remunerated at the appropriate rate.

It is anticipated therefore that the job plan will include 7 clinical PAs and 5 academic PAs. The SPA will be allocated within this PA allowance as follows: 1.25 SPAs will be included within the clinical time and 1.25 SPAs within the academic time. 1.5 SPAs are allocated in order to support the requirements of revalidation which include activities such as participating in audit, CPD and mandatory training. The remaining SPA will contribute to university activity.

The exact nature of the academic and clinical PAs to be undertaken will be agreed with the University and Trust within the annually negotiated job plan.

This job plan is provisional and may alter after discussion with the successful applicant at the commencement of the post. It is expected that the successful candidate will work with the UHL management team to ensure that services are delivered efficiently and reflect best practice with processes and governance to match - this may require new and flexible ways of working in the future.

The job plan will be reviewed annually and any changes mutually agreed between the postholder, the head of unit and the University; a first review after three months may be appropriate. The importance of study leave is recognised and supported. Funding for study leave will be based on the university policy at the time of the request for study leave.

A provisional table of activity is provided, subject to review with the successful candidate.



	Monday	Tuesday	Wednesday	Thursday	Friday	Evenings and Weekends
AM	Direct Clinical Care	Direct Clinical Care	Direct Clinical Care	Direct Clinical Care	Direct Clinical Care	Direct Clinical Care (unpredictable emergency on call work)
PM	Academic Activities	Academic Activities	Academic Activities	Academic Activities	Academic Activities	Direct Clinical Care (unpredictable emergency on call work)

### Definition of Direct Clinical Care

Each Home Office Registered Forensic Pathologist must work in a group practice containing at least 3 practitioners. A group practice exists at the University of Leicester. The forensic pathologists provide a forensic autopsy service for His Majesty's Coroners and Police within a call-out area, 24 hours a day, 365 days per year. The East Midlands Group Practice area covers Leicestershire, Nottinghamshire, Derbyshire, Lincolnshire and Northamptonshire. The rota currently equates to a one week in four on call. The work involves telephone advice, call out, travel, scene of crime work, autopsy work, report/statement writing, case conferences, and Court appearances as well as live patient examination of injury assessment. Additional work is undertaken for other police forces, coroners, solicitors, families and national and international agencies which can involve foreign travel at only a few hours' notice. The work includes both adults and paediatric cases and involves laboratory medicine such as histology, toxicology as well as mortuary management, risk assessment for hospital incidents and local mass disaster planning.

### Management and Administration

- Participation in internal and external quality assurance exercises including participation in the Royal College of Pathologists Continuing Professional Development (CPD) and Home Office Pathology Delivery Board quality assurance schemes.
- Attend unit meetings and participate in other committees and working groups within the Unit, Department, the College and the University to which appointed or elected
- Undertake, subject to agreement of the Head of the Unit and the University as appropriate, external commitments which reflect well upon and enhance the reputation of the University
- Ensure compliance with health and safety requirements in all aspects of work
- To be responsible for administration related to your clinical duties

From time to time, you will also undertake additional administrative tasks for the Unit as allocated by the Head of the Unit.

### Internal and External Relationships



- Head of EMFPU and Head of Department: Discussions concerning students and other administrative and strategic issues (ad hoc basis)
- Members of the EMFPU
- Police service, coroners and other members of the judicial system
- Coordination with central University offices (e.g. RBDO, Graduate Office, Registry, Estates) as required
- External representation on national/international scientific bodies/committees
- NHS staff
- Relatives and representatives of the deceased

### Planning and Organising

Shaping the strategic direction of the EMFPU, planning activity over many months or years.

Participation in the Unit's operational planning process supporting its strategic direction.

### Accountability and Reporting Arrangements

You will be responsible for all activities to the head of the East Midlands Forensic Pathology Unit and the Head of Department of Genetics, Genomics and Cancer Sciences, accountable to the PVC and Dean of the College and to the University.

For clinical duties undertaken for the Trust Pathology Directorate you will be responsible to the Clinical Director and professionally accountable to the Medical Director (Dr Andrew Furlong).

### Infection Control

The UHL Infection control policy has achieved remarkable improvements with impressive reductions in hospital acquired infection. You will be expected to be familiar with the policy/practice but also to show leadership to other colleagues especially juniors.

### Qualifications, Knowledge and Experience

- MBChB or equivalent\*
- Full GMC Registration\*
- Current GMC License to Practice \*
- Fully Accredited for Higher Specialist Training, or will be eligible for inclusion on the Specialist Register for Forensic Histopathology within 6 months of the interview date via one of the following: \*
  - Certificate of Completion of Training (CCT) (the proposed CCT date must be within 6 months of the interview)
  - Certificate of Eligibility for Specialist Registration (CESR)
  - European Community Rights
- FRCPath (Forensic) or equivalent\*
- Fully trained in Forensic Pathology and able to evidence this\*
- On or eligible for the Home Office list at commencement of appointment\*
- Criminal justice training\*



- Experience of teaching undergraduate and postgraduates \*
- Versed in a variety of teaching methods \*
- Academic teaching qualification as defined by HESA, or commitment to gain the appropriate category of HEA Fellowship within a reasonable time frame\*
- Experience of interpreting PMCT images\*

#### **Desirable**

- Intercolated BSc honours degree and/or additional qualifications e.g. MSc etc
- Relevant higher degree (MD or PhD)
- Interest in research and research interests that complement the EMFPU
- Qualification in post-mortem imaging e.g. MSc/PGDip/PGCert in Post Mortem Radiology for Natural and Forensic Death Investigation

### **Skills, Abilities and Competencies**

#### **Essential**

- Willingness to work as a member of the team and share administrative responsibilities
- Clear, fluent written presentation\*
- Effective oral communication; clear, fluent, and articulate in verbal presentation and spoken English skills
- Commitment to personal and professional development
- Ability to work under pressure, effective time management and organisational skills
- Experience in and commitment to medical audit and application to clinical practice
- Commitment to and competence in teaching undergraduate and postgraduates

#### **Desirable**

- Willingness to develop new approaches to teaching
- Awareness of service and academic development issues and their impact on the Centre and institution as a whole
- Evidence of participating in management issues
- Knowledge or interest in or commitment to Information Technology

### **Additional Requirements**

#### **Essential for the duration of the post**

- Satisfactory enhanced DBS disclosure
- Satisfactory NPPV Level 2 Enhanced Clearance
- Satisfactory Home Office Check and Counter Terrorism Check (CTC)
- Ongoing registration on the Home Office list of approved pathologists
- Willingness to become registered with National DVI team



- Willing to give DNA samples and fingerprints to police for exclusion purposes
- Suitable means of transport to enable the appointee to comply with the requirement for travelling to scenes, mortuaries etc.
- No adverse or disciplinary matter pending or against them that could affect the ability to act as an expert witness in court
- Satisfactory occupational health clearance
- Meets professional health requirements (in line with GMC standards/Good Medical Practice)
- Medical defense cover

### Contract

This is an open-ended contract.

Indeterminate hours will be based on a consultant integrated job plan, including a minimum of 10PAs (40 hours per week).

The appointee will be provided with appropriate office accommodation, IT access and clerical support for both their clinical and academic duties.

An Honorary Consultant contract will be sought from the University Hospitals of Leicester NHS Trust.

### Professional Requirements

You must be registered with the GMC, hold a license to practice, abide by the codes of professional practice and have appropriate cover from a medical defense organisation for the duration of your appointment. Lapsing may render you subject to disciplinary action and you cannot be lawfully employed should registration lapse. You are required by the GMC to revalidate every five years. You must therefore advise the University of your revalidation dates and provide written evidence of your satisfactory revalidation where these fall within your period of employment with the University. You are also required to abide by the codes of professional practice as detailed by the professional body GMC.

Where the duties of a post involve work with NHS patients, identifiable patient data and/or patient material/tissues, or NHS staff or their data for the purposes of research it is necessary to ensure that the performance of the duties attached to the post is covered by NHS arrangements and the appointee must comply with all such arrangements.

It is a fundamental condition of employment that you hold and retain an honorary consultant contract with University Hospitals of Leicester NHS Trust for the duration of your employment. You must not commence work prior to this contract being awarded. It is the responsibility of an individual member of the clinical academic staff to advise the University immediately if his/her honorary contract is terminated or withdrawn or if s/he is at any time subject to disciplinary action under the honorary contract.

During the term of appointment to the post, you may undertake private practice for personal remuneration only within the conditions laid down in the University's scheme for such practice.

You will be required to comply with all NHS employment checks and satisfactorily meet these requirements prior to commencement in post. You are required to comply with the appropriate occupational health procedures for the post which you are to undertake. Where the post requires that you undertake Exposure Prone Invasive Procedures any offer of employment is subject to satisfactory clearance from the Trust Occupational Health department and you cannot commence in post until satisfactory clearance has been received. Where the post does not require Exposure Prone Invasive Procedures you must provide evidence





of attendance at a Trust occupational health interview within the first 3 days of commencing in post.

### Appraisal and Revalidation

All clinical academics must maintain appropriate records such that the General Medical Council will grant successful revalidation of fitness to practice at the appropriate time. All clinical academics are expected to participate in annual appraisal. Appraisal will meet Royal College, Home Office, GMC and University guidelines and follows a nationally agreed process with annual appraisals involving a national forensic pathology appraiser and a University representative. This carries an expectation of active involvement in audit and continuing professional development in line with best practice in clinical governance.

The Home Office will be the designated body for the appointee and their Responsible Officer will make revalidation recommendations to the General Medical Council.

### CPD, Study Leave and Mentoring

#### CPD

There are a range of mandatory training and internal and external quality assurance exercises in place, including participation in the Royal College of Pathologists Continuing Professional Development (CPD) and Home Office Pathology Delivery Board quality assurance schemes, which are reviewed on a regular basis. Appointees are required to register and participate in these programmes.

The University is committed to continued training and development of all staff and to providing opportunities for continuous medical education and professional development. which should be planned through a personal learning process supported by joint appraisal and a jointly agreed personal development plan.

#### Study Leave

30 days study leave with funding is available for CPD in any three-year period.

#### Mentoring

There is a mentorship scheme for all new consultant staff, designed to help and assist new appointees to settle into working at University Hospitals of Leicester NHS Trust as easily as possible and allows individuals in a personal way to familiarise them with the Trust and how things work in practice.

In addition, as a new consultant, the appointee will be offered mentorship in order to offer support during the early part of their consultancy career. The purpose of the Mentoring Programme is to give newly appointed consultants, the “mentees”, a confidential source of knowledge, advice and support to help them find their way in the Trust and become effective in their job as quickly as possible.

Mentees can expect confidential support and advice on problems or difficulties that they are experiencing in their work together with guidance in their personal and professional development. They normally set the agenda for meetings directly with their mentor. Confidentiality is essential to the success of mentoring and it is understood to be the same as that between doctor and patient. Mentoring is completely separate from any other system such as appraisal or supervision and is voluntary.

### Criminal Declaration and Disclosure and Barring Service (DBS)



If you become an employee, you must inform your manager immediately, in writing, if you are the subject of any current or future police investigations/legal proceedings, which could result in a criminal offence, conviction, caution, bind-over or charges, or warnings.

This post is exempt from the Rehabilitation of Offenders Act 1974 because the appointee will have substantial access to young people and/or vulnerable adults. Therefore, an appointment to this post will be subject to checking through the Disclosure and Barring Service (DBS). The successful applicant for this post will, therefore, be required to give consent for the University to check and obtain appropriate clearance with the DBS for the existence and content of any criminal record in the form of an Enhanced Child and Adult Barred List check.

Information received from the DBS and the police will be kept in strict confidence and will be destroyed once the University is satisfied in this regard.

#### NHS Research Governance Requirements

Where it is determined that the duties of this post for the purposes of research involve work with the NHS, it is necessary to ensure that the performance of the duties attached to the post are covered by NHS research governance arrangements and the appointee must comply with all such arrangements, including occupational health and DBS clearance.

#### Supporting University Activities

As a University of Leicester citizen, you are expected to support key university activities such as clearing, graduation ceremonies, student registration and recruitment open days. We expect all staff as citizens to work flexibly across the University if required.

#### University Values

**Inclusive** - We are diverse in our makeup and united in ambition. Our diversity is our strength and makes our community stronger.

**Inspiring** - We are passionate about inspiring individuals to succeed and realise their ambitions. We challenge our community to think differently, to get involved, and to constantly embrace new ideas.

**Impactful** - As Citizens of Change we will generate new ideas which deliver impact and empower our community

#### Equality and Diversity

We believe that equality, diversity and inclusion is integral to a successful modern workplace. By developing and implementing policies and systems that challenge stereotypes across all aspects of our work, we have a culture that recognises and values the diverse contributions of our staff which benefits everyone. Our strong values of inclusivity and equality support our efforts to attract a diverse range of high-quality staff and students, and identify our University as a progressive and innovative workplace that mainstreams equality, diversity and inclusion.



## APPENDIX B

### East Midlands Forensic Pathology Unit

The Unit was established in 2001 and is responsible for undergraduate and postgraduate teaching and training and research into forensic pathology, as well as having responsibility for delivery of forensic pathology services within the East Midlands. Full research facilities are available within the Cancer Research Centre, Department of Genetics, Genomics and Cancer Sciences. The group provides all appropriate undergraduate teaching within the area of forensic pathology, participates in general undergraduate pathology teaching, has PhD and MD level students and there are opportunities to have students for placement projects.

The group is housed in the Robert Kilpatrick Building, Leicester Royal Infirmary. There are four professional services staff (one Group Practice Manager, one Deputy Group Practice Manager/Tissue data lead and two administrators) who will be available to support the appointee, together with appropriate technical support. The unit also employs a senior research fellow and research assistant.

### Background

The East Midlands Forensic Pathology Unit was established within the former University of Leicester Department of Pathology in August 2001. The unit amalgamated with the previously established NHS Department of Forensic Pathology to provide a unified Forensic Pathology service to the Police Forces and HM Coroners of the East Midlands i.e. Leicestershire, Lincolnshire, Derbyshire, Nottinghamshire and Northamptonshire. In 2009 the Unit increased its provision of service to HM Coroners of Leicestershire and Northamptonshire in relation to road traffic related deaths. The Unit is considered to be a centre of excellence and works closely with the National Police Improvement Agency (NPIA) for the delivery of Forensic Pathology services to the East Midlands area.

The staff who support the service currently are:

- Dr Frances Hollingbury, Head of Unit, Associate Professor/Honorary Consultant
- Dr Stuart Hamilton, Honorary Associate Professor/Honorary Consultant/Deputy Chief Forensic Pathologist
- Dr Michael Biggs, Associate Professor/Honorary Consultant
- Ms J Durham (Group Practice Manager)
- Ms J Dolan-Huddart (Deputy Practice Manager/Tissue Data Lead)
- Mr S Gillespie (Forensic Administrator and Course Co-ordinator)
- Ms A Tilley (Forensic Research Administrator)
- Forensic StR trainees (two)
- Dr E Cheshire (Senior Research Fellow)
- Mr N Harris (Research Assistant)

### Routine Coroner's Autopsy Service

Over 2000 routine (non-hospital) coronial post-mortem examinations a year are carried at the Leicester Royal Infirmary under the legal authority of H.M. Coroners for Leicestershire and Lincolnshire. These autopsies



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examinations cover the entire spectrum of non-suspicious deaths. The NHS Histopathologists work closely with the radiology department at Leicester to provide a non-invasive autopsy service where appropriate.

The East Midlands Forensic Pathology Unit has a limited role in the performance of these autopsies concentrating on demonstrating/training junior pathologists in autopsy techniques. These cases are undertaken at the Leicester Royal Infirmary mortuary, which serves as the local public mortuary. These autopsies can generate regular attendance at inquests. The routine work is regularly performed from 08.00 onwards Monday to Friday.

### **Road Traffic Fatalities**

The East Midlands Forensic Pathology Unit provides a predominantly non-invasive autopsy service to Leicestershire and Northamptonshire coroners and police for road traffic related fatalities. These are undertaken with the support of the Department of Post-Mortem Imaging at Leicester Royal Infirmary.

### **The Investigation of Suspicious Deaths**

The forensic unit currently deals with a minimum of 160 non-routine cases of all types per year including suspicious deaths, forensic paediatric deaths and homicides. With a team of 4 forensic pathologists this averages a minimum of 40 cases per person per year. The appointee will undertake the number required to maintain registration on the Home Office list i.e. between 20 and 95 cases per year. Road traffic collision cases, independent and defence autopsies are in addition to the workload. These figures alter annually and further information concerning the breakdown of these figures will be provided to candidates at interview.

The successful appointee will be expected to participate in the on call rota for suspicious deaths. This is initially anticipated to be a 1 one week in 4 rota but it may vary according to the exigency of the service. The appointee must also provide daily mutual aid cover. The workload will be appropriate to the degree of the experience and staffing and this will be fully explained directly with candidates for the post.

The area of cover for the appointee will be the East Midland forces. They will work with the other members of the Forensic unit for the continuous uninterrupted provision of forensic pathology services to Leicestershire, Lincolnshire, Derbyshire, Northamptonshire and Nottinghamshire Police forces. Close liaison is maintained with senior police officers for all of the forces served as well as allied subjects.

Appearances in Crown Court are frequent and the successful appointee must have suitable personal qualities to equip him or her for the pressures created by this type of work. For this reason, the successful appointee will initially work in conjunction with another senior member of the Unit for a period to be mutually agreed. The work of all the members of the Unit is subject to regular informal internal and external quality assessment and complies with all Home Office regulations relating to initial critical checking of medico-legal work. It is a fundamental condition of the appointment that the postholder remains on the Home Office list of approved pathologists for the duration of the post.

A varying number of solicitor/police opinions may be undertaken per year, per consultant, some of these being on behalf of the defence.

Material for histology is processed within the Histology Facility which is part of the University of Leicester Core Biotechnology Services. The laboratory is based in the same building as the main forensic unit. This laboratory takes part in the UKNEQAS for histochemical stains used by the Forensic Pathology Unit. There is a dedicated coronial toxicology unit at the Leicester Royal Infirmary. The Unit has strong links with pathology departments at other centres for the provision of neuropathology, ocular pathology, archaeology etc.

### **UHL Cellular Pathology Service**

The Cellular Pathology service at UHL represents one of the largest services in the UK, providing a service



to UHL, one of the largest teaching hospital Trusts in the United Kingdom. The UHL Cellular Pathology laboratory offers a wide range of specialist testing including immunohistochemistry, molecular testing and electron microscopy.

The service is managed centrally from the LRI site, with satellite laboratories based at the LGH and GGH sites.

**CMG Director:** Dr Prashanth Patel

**Deputy Clinical Directors:** Prof Bruno Morgan  
Dr Claire Ellwood

**Head of Service:** Dr Cathy Richards

**General Manager:** Matthew Peatfield

**Consultant Histopathologists:**

<b><u>Name</u></b>	<b><u>Specialist interest</u></b>
Dr Lucasz Adamczyk	Dermatopathology and head and neck pathology
Dr Mark Bamford	Dermatopathology
Dr Rachael Bishop	Urological, renal and gynaecological pathology
Dr Karen Clarkson	Breast pathology
Dr Phil Da Forno	Head and neck pathology, dermatopathology
Dr John Dormer	Urological and renal pathology (Honorary Associate Professor)
Dr Laila Hatsell	Breast and gynaecological pathology
Dr Roger Hew	Gynaecological pathology, haematopathology, cytology
Dr Hilary Martin	Urological pathology, haematopathology
Dr Kate Moreman	Head and neck and gynaecological pathology, cytopathology
Dr Marie O’Riordan	Gastrointestinal, hepatobiliary and dermatopathology
Dr Esme Pointen	Gynaecological pathology, haematopathology
Dr Dave Purnell	Breast and respiratory pathology, cytopathology
Dr Hala Rashed	Urological pathology, haematopathology
Dr Cathy Richards	Gastrointestinal, respiratory, hepatobiliary and soft tissue pathology (Honorary Associate Professor)
Prof Gerald Saldanha	Dermatopathology (Honorary Professor)
Dr Elizabeth Stannard	Gynaecological and respiratory pathology
Dr Frances Tippins	Recent appointment, not yet commenced in post
Dr Lizzie Webb	Respiratory, head and neck and soft tissue pathology

**The UHL Cellular Pathology Department**

The Cellular Pathology Service is primarily based at Leicester Royal Infirmary (LRI), with a smaller laboratory at Glenfield Hospital (GH) for breast and thoracic histopathology, and a satellite laboratory at Leicester General Hospital currently performing only a urological frozen section service. Specialised reporting takes place at LRI and GH. The laboratory at LRI provides laboratory services for paediatric pathology. Most neuropathology cases are referred to Nottingham University Hospitals for reporting.

At the LRI a range of specialised laboratory facilities is available within the Histopathology Department.



Histochemistry and immunohistochemistry are well established and the service provides an extensive range of antibodies. The department also undertakes in-situ hybridisation techniques and is now formally linked with the Cytogenetics department performing molecular testing for cancer patients. The department's two electron microscopes are contained within the adjacent Clinical Sciences Building and include a modern digital imaging system, permitting electronic transfer of images to users.

The Cellular Pathology Department was accredited by CPA Ltd in May 2014 which has been maintained under UKAS in its most recent inspection (April 2023).

### **Laboratory Accommodation and Equipment**

Cut-up, processing, embedding and staining facilities are present at both the LRI and Glenfield Hospital departments. Histochemistry, immunohistochemistry, immunofluorescence, in-situ and molecular techniques are all based at the LRI. Electron microscopy is also based at the LRI.

The laboratory computer system is CSC iLAB. Data is externally transmitted via NHS.NET. All required laboratory data is transmitted to regional and national public health surveillance systems.



The following table provides workload figures for the Cellular Pathology Department:

Type of activity	Requests in year (2022)
Histology	54,584 (approximately 5% being GP requests)
Diagnostic cytology	3,589
Adult autopsies:	2020
Perinatal/paediatric autopsies	131

Consultant staff participate in multidisciplinary team meetings (MDTs), and appropriate facilities are available on all three hospital sites, including digital microscopy equipment if required, to facilitate the clinical discussion of histological appearances. During the COVID pandemic MDTs have been conducted by ‘virtual’ means through MS Teams.

Consultant staff participate in up to 19 MDTs per week including non-cancer MDTs. Consultants only attend MDTs relevant to their reporting speciality and attendance is split between the speciality team according to a rota system.

The department is an approved training centre for specialist registrars in histopathology, forensic pathology and cytopathology and for the pre and post registration training of Biomedical Scientists.

There are currently 24 trainees in cellular pathology (3 ST1s, 2 forensic trainees and 19 histopathology specialty trainees). The department hosts one of the flagship Histopathology Training Schools, established with Department of Health funding in 2001 and has international training links with Malta. Trainees rotate through specialities at the LRI and Glenfield Hospitals. They also rotate to Royal Derby Hospital.

### Management Arrangements and Administrative Duties

The Leicestershire Pathology Service is Consultant led. The Pathology Clinical Director is currently Dr Prasanth Patel, who takes overall responsibility for the management of the service with delegation of some budgetary and management responsibilities. There is a Clinical Pathology lead, Dr Linda Barton, and Heads of Service for each pathology discipline. A Pathology General Manager provides day-to-day support for the Clinical Pathology lead and oversees the day-to-day implementation of budgetary decisions. Operational Heads of Service support the Clinical Heads of Service. The Chief Executive appoints Clinical Directors and Heads of Service, by agreement with Consultant Staff, for a three-year term, renewable for a further three years. The Head of Service for Cellular Pathology (Histopathology and Cytopathology) is Dr Cathy Richards. Within histopathology there is a Clinical Management Team to support the Head of Service in operational management and strategic planning. This team includes lead clinicians (representing the main laboratory, the specials and electron microscopy laboratory, cytopathology, and the mortuary) and senior laboratory staff.



Athena Swan  
Silver Award

