

## Haematology

### Specialty Specific Guidance

This guidance is to help doctors who are applying for entry onto the Specialist Register with a CESR in Haematology. You will also need to read the [CCT curriculum in Haematology](#)

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## Introduction

This document is designed to provide helpful information and guidance to enable you to make an application for a Certificate of Eligibility for Specialist Registration (CESR) in Haematology. This is not a standalone document and should be read in conjunction with the [CCT curriculum in Haematology](#) – please also see the [specialty page on the Joint Royal Colleges of Physicians Training Board \(JRCPTB\) website](#) for more details. You can [contact us](#) and ask to speak to the GMC Specialist Applications team for advice before you apply.

### **What is the indicative period of training for a Certificate of Completion of Training (CCT) in Haematology?**

The indicative period of training for a CCT in Haematology is seven years and it is unlikely that you would achieve all the learning outcomes required for a CCT in a shorter period of time.

The structure of the training programme (in indicative timescales) is as follows:

- Two years of Internal Medicine (stage 1) or three years of Acute Care Common Stem – Internal Medicine (ACCS-IM) including MRCP (UK) or one of the following alternative pathways:
  - Three years of Level 1 Paediatrics training (including MRCPCH)
- 5 years of Haematology specialty training

Applicants need to demonstrate that they have achieved the learning outcomes required for all stages of the curriculum.

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## Curriculum Framework

The Haematology curriculum is structured into 13 high-level learning outcomes, known as Capabilities in Practice (CiPs). The CiPs are split into generic and specialty specific capabilities, as outlined below. Acquiring a CESR depends upon you providing evidence that you're working at the level of being entrusted to perform safely and independently for each CiP.

The first six CiPs are generic and shared across all physician specialties, covering the universal requirements of [Good Medical Practice](#) and the [Generic Professional Capabilities \(GPC\) framework](#).

The remaining seven CiPs describe the clinical tasks or activities which are essential to the practice of Haematology. The CiPs have been mapped to the GPC domains to reflect the professional generic capabilities required to undertake the clinical tasks.

The range of experience needed to achieve the CiPs is outlined in the curriculum – this covers different settings, contexts, clinical problems, conditions and stages of a person's life and illness.

### Generic CiPs

1. Able to function successfully within NHS organisational and management systems
2. Able to deal with ethical and legal issues related to clinical practice
3. Communicates effectively and is able to share decision making, while maintaining appropriate situational awareness, professional behaviour and professional judgement
4. Is focussed on patient safety and delivers effective quality improvement in patient care
5. Carries out research and manages data appropriately
6. Acts as a clinical teacher and clinical supervisor

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### Specialty Specific CiPs

1. Providing a comprehensive haematology laboratory service, including investigation, reporting and blood transfusion
2. Providing safe clinical advice to colleagues on interpretation of haematology laboratory results, blood transfusion practice and haematological disorders
3. Managing patients with suspected or known haematological disorders in the outpatient setting
4. Managing patient in an ambulatory/ day unit environment including specialist haematological treatments
5. Managing inpatients with haematological conditions and provide continuity of care to haematological inpatients
6. Managing acute haematological emergencies in all environments
7. Managing end of life and palliative care skills

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## Submitting your evidence

Please keep the following in mind when gathering your evidence:

- The evaluators want to see quality, relevant evidence to demonstrate the required CiPs. It's more important to carefully select your evidence and present it in an organised way, than provide large volumes of minimally relevant evidence
- Triangulated evidence will make a stronger application
- Evidence of your recent practice (i.e. less than five years old) will be given more weight, as it reflects current capabilities
- Your evidence must be legible

All your evidence, other than qualifications you're getting authenticated, **must** be accompanied by a proforma signed by the person who is attesting to the validity and accuracy of your evidence (your verifier). It's very important that you read an explanation of how to do this in our [important notice about evidence](#).

You will also need to submit translations of any documents that are not in English. Please ensure the translations you submit meet our [translation requirements](#).

Your evidence **must** be accurate and may be verified at source should we have any queries or justifiable doubts about the accuracy of your evidence. All evidence submitted will be cross checked against the rest of your application and documents.

## Anonymising your evidence

It is important that you anonymise your evidence before you submit it to us. You **must** remove:

- All patient identifying details
- Details of patients' relatives
- Details of colleagues that you have assessed, written a reference for, or who have been involved in a complaint you have submitted

This includes:

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- Names (first and last)
- Addresses
- Contact details such as phone numbers or email addresses
- NHS numbers
- Other individual patient numbers
- GMC numbers

The following details **don't** need to be anonymised:

- Gender
- Date of birth

It is your responsibility to make sure that your evidence has been anonymised. Evidence which has not been anonymised will be returned to you. More information can be found on our [website](#).

### **How much evidence to submit**

**As a general guide, most applications are expected to include around 100 electronically uploaded documents. You must ensure that you follow our guidance on how to present and group your evidence in the online application.**

The total number of documents and assessments presented is less important than the quality of the documents, and the breadth of cases covered. This allows the evaluators to form reliable judgements of performance and capabilities.

This guidance on documents to supply is not exhaustive and you may have alternative evidence. You do not necessarily have to supply every type of evidence listed, but you must submit sufficient evidence to address each of the required learning outcomes and the

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associated capabilities. We recognise that you may not have all the evidence that is required but it will help us process your application more quickly if you ensure that you only submit evidence that is directly relevant. Triangulation of evidence will strengthen an application, and we recommend that you delay submitting an application until you have achieved this.

Your evidence **must** cover the knowledge, skills and experience to demonstrate the required CiPs in all areas of the curriculum. You should focus on providing **good quality** evidence, rather than quantity. You are advised to review the curriculum and ARCP decision aid to see what is expected from doctors in training in Haematology in the UK.

You should bear in mind the following points:

- Evidence should show that you are able to assess and offer a first opinion in any setting and for any age
- Don't duplicate evidence that is relevant to more than one CiP – you should include one copy and list it under each relevant CiP (cross referencing)
- Evidence should only be cross referenced where it adds significant support to a CiP
- Evidence should be provided from a variety of clinical settings.

**Our [guidance](#) on compiling your evidence will help you to decide what is relevant and what is not. We recommend that you read it carefully.**

### **Organising your evidence**

Your evidence will need to be organised to reflect the structure of the online application. You need to gather your evidence by CiP and then attach this under the relevant section in your online application.

Please refer to our [user guide](#) for information on grouping and uploading your evidence.

Your evidence must be mapped to the curriculum by providing primary evidence for knowledge, skills and qualifications to demonstrate the required CiPs for all areas of the CCT curriculum in Haematology. If evidence is missing from any area of the curriculum, your application may be unsuccessful.

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You will not be able to compensate for shortfalls in your evidence of training and experience in a particular area, by providing extra evidence in other areas.

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## Tips for a successful application

In our experience, CESR applications fail because they provide inadequate or poor evidence of current capability covering the entire curriculum. Below are some tips for you to consider when making an application:

- Before submitting an application, you should review the current CCT curriculum in conjunction with this document. A strong CESR application will provide evidence to demonstrate that knowledge, skills and experience are equivalent in both the breadth and level of capability, to that set out in the curriculum
- Provide evidence of your **current capability** in all areas of the curriculum. This includes the maintenance of CiPs and key skills over the last five years – all evidence should be clearly linked to the CiPs
- Ensure you have evidence demonstrating core medical knowledge and application of this knowledge in practice to the level of two years of Internal Medicine stage 1 training. To demonstrate core internal medical capabilities, applicants need to provide MRCP (UK) or equivalent and evidence showing the application of core skills including outpatient capability. This evidence could include supervised learning events (SLEs) and workplace based assessments (WPBAs) including multisource feedback (MSF). Evidence for alternative core medical knowledge and training can be provided – e.g. MRCPCH.
- Present your evidence in a clear, logical manner. You should refer to our user guide for advice on how to group, title and upload your evidence  
Ensure your referees can provide detailed support for your key skills across all (or most) areas of the curriculum and understand the requirements for specialist training and registration in Haematology in the UK
- Provide evidence of managing a broad range of patients, as seen daily by Haematology doctors in the UK
- Provide evidence of your clinical capability across the range of experience, ages and settings  
Ensure your evidence demonstrates you are entrusted to act at consultant level across all of the specialty CiPs

**We strongly recommend that you closely match your experiences against the current curriculum and provide evidence of equivalence across all areas.**

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## How your evidence can be used to demonstrate key capabilities in different CiPs

You will notice that some of the suggested evidence is listed more than once. This is because these documents are relevant to more than one CiP. For example, MSF can be used to demonstrate competence in most CiPs – therefore, you can use the same MSF to demonstrate the required capability across several CiPs

If you have a document that is relevant to more than one CiP, don't include multiple copies of it. Instead, provide one copy and list it in your application under each relevant CiP, stating that the document is located elsewhere, and you'd like to cross reference it.

Below is a list of evidence that are relevant to most CiPs – it is by no means exhaustive, and you are encouraged to submit a variety of evidence.

A description of the assessments below, together with template forms, can be found on the [JRCPTB website](#)

Evidence / requirement	About	Minimum expectation
<b>Supervised Learning Events (SLEs)</b>		
<b>Case-based discussion and/or mini-clinical evaluation exercise (mini-CEX)</b>	<p>These should have been undertaken with a consultant.</p> <p>CbDs and Mini CEXs should cover different aspects of Haematology including:</p> <ol style="list-style-type: none"><li>1) providing first opinion on appropriate laboratory investigations, interpretation and provision of clinical advice to cover haemostasis, transfusion, morphology and molecular diagnostics</li><li>2) demonstrating safe and appropriate management of haematological emergencies and out of hours management</li><li>3) breaking bad news and managing challenging consultation</li><li>4) consent (including capacity and vulnerable persons) and safe prescribing</li></ol>	Minimum of 30 across the range of clinical scenarios and areas of practice

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## Workplace Based Assessments (WPBAs)

<b>Direct Observation of Procedural Skills (DOPS)</b>	Evidence of procedural competence.	Minimum of 10 with at least 2 in past 12 months
<b>Quality Improvement Project Assessment Tool (QIPAT)</b>	Can be used to demonstrate active involvement in service audit or development projects.	Minimum of 2 separate projects with 1 in the past 2 years
<b>Patient Survey (PS)</b>	<p>Formal patient feedback is strong evidence as it's an anonymous feedback exercise. It should include approximately 15 patients. The JRCPTB has a template available on their website. A reflective entry reflecting on the survey must be made.</p> <p>If it is not possible to provide a formal patient survey an applicant could provide alternative evidence. However, this must provide equivalent details and breadth of information.</p> <p>Alternative evidence could include:</p> <ul style="list-style-type: none"><li>▪ Thank you letters/cards from patients</li><li>▪ Statements from referees</li><li>▪ Testimonial letters from colleagues</li><li>▪ Feedback from patients/colleagues</li></ul>	Minimum of 1 within past 12 months

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<b>Teaching observation (TO)</b>	At least 1 should be completed by a consultant in the specialty.	Minimum of 2, including 1 within past 12 months, delivered to a range of HCP
<b>Multi Source Feedback (MSF)</b>	MSF is a strong piece of evidence as it is an anonymous feedback exercise. Minimum of one in the year before the application has been submitted – any available from the last five years should also be submitted.  MSF should include approximately 15 colleagues, and not more than four should be doctors.	Minimum of 5 across all aspects of practice and supervisors
<b>Other evidence</b>		
<b>To be included in the portfolio of evidence</b>	<ul style="list-style-type: none"> <li>▪ <b>Appraisal</b> is good evidence of engaging with systems, processes and mandatory requirements and demonstrates performance (clinical and non-clinical)</li> <li>▪ <b>Reflective</b> diaries/evidence of self-reflection</li> <li>▪ <b>Supervisor report</b> reports from trainers and supervisors are important evidence to affirm and support capabilities and performance in both clinical and non-clinical activities. JRCPTB provides a Multiple Consultant Report (MCR) template for the purpose of these reports of which there should be four in the last 12 months.</li> <li>▪ <b>Logbooks</b> must cover the last five years and show the type of procedures you performed and your role in the procedure</li> <li>▪ <b>Training events</b> (courses, study days, meetings) over the last five years</li> </ul>	<p>Annual</p> <p>4 completed in the last 12 months (e.g. MCRs)</p> <p>To demonstrate ongoing CPD</p>

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	<ul style="list-style-type: none"> <li>▪ <b>Evidence of seeing patients</b> over the last five years covering a range of settings, referral contexts, conditions, stages of illness, ages</li> <li>▪ <b>Academic activities</b></li> <li>▪ <b>Management activities (service development, minutes of meetings, providing appraisals, incident investigation, complaints management)</b></li> <li>▪ <b>Structured reports</b></li> </ul>	<p>Formal management course and evidence of practical involvement in management</p>
<p><b>Continuing Professional Development (CPD)</b></p>	<p>CPD represents the acquisition and maintenance of knowledge, skills and key skills.</p> <p>Courses you may want to provide evidence of include:</p> <ul style="list-style-type: none"> <li>▪ Life support</li> <li>▪ Teaching</li> <li>▪ Simulation</li> <li>▪ Management</li> <li>▪ Research methodology</li> <li>▪ Business</li> <li>▪ Communication</li> <li>▪ Education</li> </ul> <p>Examples of evidence could include a personal, reflective diary of learning achievements, in addition to detailed evidence of courses attended.</p>	

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## Practical Procedures

Below details the practical procedures you will be expected to evidence that you are competent to perform unsupervised. You can provide evidence for these procedures using logbooks and DOPs.

Bone marrow aspirate and trephine

Administration of Intrathecal chemotherapy

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## Evidence of training and qualifications

Substantial primary evidence for any previous training towards a medical qualification should **only** be submitted if the training is directly relevant to your CESR capabilities **and** dates from the past five years. Otherwise, certificates of completion are sufficient evidence of training.

### Primary medical qualification (PMQ)

If you hold full registration with us, you do not need to submit your PMQ as we saw it when we assessed your application for registration.

If you do not hold registration, you will need to have your PMQ independently verified by ECFMG before we can grant you full registration with a licence to practise.

You can find out more about [primary source verification](#) on our website.

You only need to get your PMQ verified by ECFMG. The rest of your evidence should be verified in line with [our guidance](#).

### Specialist medical qualification(s)

Please provide an **authenticated copy** of any specialist medical qualifications you hold.

Evidence of completion of full **MRCP(UK)** or equivalent. Alternative tests of knowledge are acceptable for applicants demonstrating alternative core capabilities in paediatrics - **MRCPCH**.

[FRCPath in Haematology](#) [this is managed by the Royal College of Pathologists] is the test of knowledge set out in the CCT curriculum, therefore you should provide confirmation of this exam or ensure alternative evidence demonstrates equivalence.

There are no qualifications from outside Europe that enable automatic entry to the Specialist Register in any specialty. An evaluation is made based on an applicant's whole career and

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	<p>therefore two applicants with the same qualifications but different training and/or experience may not receive the same decision.</p> <p>If your specialist medical qualification is from outside the UK, please ensure that you provide the following evidence <b>in addition</b> to your qualification:</p> <ul style="list-style-type: none"> <li>○ Training curriculum or examination syllabus</li> <li>○ Formal period assessments completed during training (these may be older than 5 years)</li> </ul>
<p><b>Recent specialist training</b></p>	<p>If you have worked in posts approved for a specialist training programme for a relevant qualification outside the UK in the past five years, please provide an <b>authenticated copy</b> of the curriculum or syllabus that was in place when you undertook your training.</p> <p>If a formal curriculum or syllabus (including assessment methods) is not available please provide a letter from the awarding body outlining the content of the training programme or examination.</p> <p>You must provide evidence of formal periodic assessment during your training. This evidence must have been completed at the time the training was undertaken (if it is completed retrospectively less weight will be given to the information provided). If you do not supply formal assessment documents, the curriculum must demonstrate how you were assessed. A detailed letter of verification from an educational supervisor would satisfy this requirement.</p> <p>If areas for development were highlighted, please provide evidence to demonstrate that you have subsequently addressed them.</p> <p>If you have undertaken approved specialty training towards a CCT or CESR(CP) in this specialty in the UK in the past five years, you should provide a copy of your ARCPs.</p>
<p><b>Specialist registration outside the UK</b></p>	<p>Please provide an <b>authenticated copy</b> of details of the registration requirements of that authority.</p>

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**Other relevant qualifications and certificates**

You may include postgraduate qualifications if they are relevant to associated capabilities e.g. teaching, management, research methodology. Please provide **copies** of certificates.

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## Evidence of employment in posts and duties (including training posts)

### Employment letters and contracts of employment

The information in these letters and contracts **must** match your CV. They will confirm the following:

- dates you were in post
- post title, grade, training
- type of employment: permanent, fixed term, or part time (including percentage of whole time equivalent)

### Job descriptions

These **must** match the information in your CV. They will confirm the following:

- your position within the structure of your department
- your post title
- your clinical and non-clinical commitment
- your involvement in teaching or training.

### Rotas

You must provide samples of your rotas from the last three years. These should demonstrate your weekly clinical and non-clinical activities. For example, if you worked a 1:8 rota, you should submit eight consecutive weeks' rota to represent that placement.

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<b>Departmental/ Unit annual caseload statistics</b>	You should provide departmental and unit caseload statistics, activity data, range and scope of work undertaken in a placement from the last three years.
<b>Appraisal</b>	<p>Those working in an NHS or managed environment should submit evidence of annual appraisals. A revalidation or appraisal portfolio would be appropriate (if it is completed retrospectively less weight will be given to the information provided).</p> <p>For non-training posts you should provide evidence of ongoing evaluation of your performance. This may take the format of formal appraisals by the department head or line manager (clinical director, medical director, professor).</p> <p>For those applicants working in independent practice it is recommended that at least one employer. Appraisal is undertaken and summary documentation of this submitted with the application.</p> <p>Where an applicant is not based in the UK alternative forms of appraisal are strongly advised. Alternative evidence may include letters (written at the time) commenting on your performance. In addition, where no formal appraisal or assessment forms are available you must provide information on the method of career review or progression.</p>

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## Generic CiPs

The suggested documentation is given below each CiP and the overall numbers expected are given in the section above. Each piece of evidence can support more than one CiP and you should cross reference

### CiP 1: Able to function successfully within NHS organisational and management systems

#### Key skills:

- Aware of, and adheres to, the GMC professional requirements
- Aware of public health issues including population health, social determinants of health and global health perspectives
- Demonstrates effective clinical leadership
- Demonstrates promotion of an open and transparent culture
- Keeps up to date through learning and teaching
- Demonstrates engagement in career planning
- Demonstrates capabilities in dealing with complexity and uncertainty
- Aware of the role and processes for commissioning
- Aware of the need to use resources wisely

#### Suggested documentation:

- Reports from consultants who have worked with you, such as the Multiple Consultant Report (MCR)
- Feedback from a variety of clinical and non-clinical colleagues who have worked with you, such as the Multisource Feedback (MSF)
- Evidence of taking an active role in governance structures, including service development. This may, for example, include the minutes of meetings for governance and unit management in which the applicant has been involved, MDT meetings, and any documented service development initiatives such as QIPAT.

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- Evidence of attendance at an NHS / health service management course

## CiP 2: Able to deal with ethical and legal issues related to clinical practice

### Key skills:

- Aware of national legislation and legal responsibilities, including safeguarding vulnerable groups
- Behaves in accordance with ethical and legal requirements
- Demonstrates ability to offer apology or explanation when appropriate
- Demonstrate ability to lead the clinical team in ensuring that ethical and legal factors are considered openly and consistently

### Suggested documentation:

- Reports from consultants who have worked with you, such as the Multiple Consultant Report (MCR), end of placement and appraisal reports
- Feedback from a variety of clinical and non-clinical colleagues who have worked with you, such as the Multisource Feedback (MSF)
- Evidence of ability to assess the mental capacity of patients to make healthcare decisions. Evidence could include:
  - Reflections on cases where you had to assess a patient's mental capacity
- Evidence of involvement in making best interests' decisions, such as:
  - Notes
  - Letters
  - Meeting minutes

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- Awareness of relevant legislation, including mental capacity legislation by completion of an online training course, for example:
  - eLfh Mental Capacity Act: <https://www.e-afh.org.uk/programmes/mental-capacity-act/>
  - CPD Online Mental Capacity Act: <https://cpdonline.co.uk/course/mental-capacity-act/>
  - SCIE Mental Capacity Act: <https://www.scie.org.uk/e-learning/mca>

### **CiP 3: Communicates effectively and is able to share decision making, while maintaining appropriate situational awareness, professional behaviour and professional judgement**

#### **Key skills:**

- Communicates clearly with patients and carers in a variety of settings
- Communicates effectively with clinical and other professional colleagues
- Identifies and manages barriers to communication (e.g. cognitive impairment, speech and hearing problems, capacity issues)
- Demonstrates effective consultation skills including effective verbal and non-verbal interpersonal skills
- Shares decision making by informing the patient, prioritising the patient's goals and wishes, and respecting the patient's beliefs, concerns and expectations
- Shares decision making with children and young people
- Applies management and team working skills appropriately, including influencing, negotiating, re-assessing priorities and effectively managing complex, dynamic situations

#### **Suggested documentation:**

- Reports from consultants who have worked with you, such as the Multiple Consultant Report (MCR), end of placement and appraisal reports

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<ul style="list-style-type: none"> <li>▪ Feedback from a variety of clinical and non-clinical colleagues who have worked with you, such as the Multisource Feedback (MSF)</li> </ul>
<ul style="list-style-type: none"> <li>▪ Evidence of your ability to analyse a patient's communication difficulties: <ul style="list-style-type: none"> <li>• Reflective diaries</li> </ul> </li> </ul>
<ul style="list-style-type: none"> <li>▪ Feedback from patients, such as a patient survey</li> </ul>
<ul style="list-style-type: none"> <li>▪ Reflective practice entries about patients or families who posed difficulties</li> </ul>
<ul style="list-style-type: none"> <li>▪ Supervised learning event</li> </ul>

## CiP 4: Is focused on patient safety and delivers effective quality improvement in patient care

### Key skills:

- Makes patient safety a priority in clinical practice
- Raises and escalates concerns where there is an issue with patient safety or quality of care
- Demonstrates commitment to learning from patient safety investigations and complaints
- Shares good practice appropriately
- Contributes to and delivers quality improvement
- Understands basic Human Factors principles and practice at individual, team, organisational and system levels
- Understands the importance of non-technical skills and crisis resource management
- Recognises and works within limit of personal competence
- Avoids organising unnecessary investigations or prescribing poorly evidenced treatments

### Suggested documentation:

<ul style="list-style-type: none"> <li>▪ Reports from consultants who have worked with you, such as the Multiple Consultant Report (MCR), end of placement and appraisal reports</li> </ul>
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- Feedback from a variety of clinical and non-clinical colleagues who have worked with you, such as the Multisource Feedback (MSF)
- Reflective practice entries about patients or families who posed difficulties
- Evidence that you have arranged and attended meetings about a patient with Social Services or other non-health organisations. For example:
  - Meeting minutes, demonstrating your attendance and participation
  - Invites sent from you demonstrating arranging meetings
- Supervised learning event
- Documented evidence of development of procedures to improve inter-service and inter-agency communication, you will need to demonstrate your involvement in the new procedure and its effectiveness
- Specific quality improvement activity, such as a QIPAT
- Copies of letters you have written to NHS and non-NHS services involved with patients

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## CiP 5: Carries out research and manages data appropriately

### Key skills:

- Manages clinical information / data appropriately
- Understands principles of research and academic writing
- Demonstrates ability to carry out critical appraisal of the literature
- Understands the role of evidence in clinical practice and demonstrates shared decision making with patients
- Demonstrates appropriate knowledge of research methods, including qualitative and quantitative approaches in scientific enquiry
- Demonstrates appropriate knowledge of research principles and concepts and the translation of research into practice
- Follows guidelines on ethical conduct in research and consent for research
- Understands public health epidemiology and global health patterns
- Recognises potential of applied informatics, genomics, stratified risk and personalised medicine and seeks advice for patient benefit when appropriate

### Suggested documentation:

- Reports from consultants who have worked with you, such as the Multiple Consultant Report (MCR), end of placement and appraisal reports
- Feedback from a variety of clinical and non-clinical colleagues who have worked with you, such as the Multisource Feedback (MSF)
- Evidence of completion of Good Clinical Practice (GCP) training:
  - [www.nih.ac.uk/health-and-care-professionals/learning-and-support/good-clinical-practice](http://www.nih.ac.uk/health-and-care-professionals/learning-and-support/good-clinical-practice)

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- Documented evidence of research activity. This may include evidence of:
  - Helping in a project
  - Reviewing research papers / grants
  - Writing and co-authoring research papers
  - Contributing to research projects
- Presentations – either lectures (podium presentations) or poster presentations
- Publications

## **CiP 6: Acts as a clinical teacher and clinical supervisor**

### **Key skills:**

- Delivers effective teaching and training to medical students, junior doctors and other healthcare professionals
- Delivers effective feedback with action plan
- Able to supervise less experienced trainees in their clinical assessment and management of patients
- Able to supervise less experienced trainees in carrying out appropriate practical procedures
- Able to act as a clinical supervisor to doctors in earlier stages of training

### **Suggested documentation:**

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- Reports from consultants who have worked with you, such as the Multiple Consultant Report (MCR), end of placement and appraisal reports
- Feedback from a variety of clinical and non-clinical colleagues who have worked with you, such as the Multisource Feedback (MSF)
- Completion of relevant training course(s), such as management or leadership courses
- Feedback from formal teaching sessions to medical and non-medical staff:
  - Teaching Observation SLE (TO)

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## Specialty Specific CiPs

Applicants must demonstrate that they are currently practising at the level of 'entrusted to act independently' in all specialty CiPs. Further detail regarding the descriptors for the key skills in each specialty specific CiP can be found in the [curriculum](#).

### Specialty CiP 1: Laboratory Haematology: Providing a comprehensive haematology laboratory service, including investigation, reporting and blood transfusion

#### Key skills:

- Demonstrates professional behaviour with regards to patients, carers, colleagues and others
- Demonstrates ability to interpret and report normal and abnormal laboratory results, contributes to multi-disciplinary team meetings, and communicates results effectively to the appropriate clinical team.
- Formulates an appropriate differential diagnosis when interpreting laboratory investigations
- Recommends appropriate specialist/further investigations, using specialist knowledge of interpretation of laboratory investigations in combination with clinical information
- Prioritises further investigations and communicates their urgency effectively to laboratory staff, other colleagues, patients and carers
- Communicates test results and their implications effectively to patients and their carers, and involves them in shared decision making
- Offers advice for appropriate selection of blood products and the alternatives to blood transfusion
- Participates in internal and external quality assurance
- Demonstrates knowledge of laboratory management structures and the processes involved in laboratory accreditation

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- Demonstrates clinical leadership and contributes to quality aspects of the laboratory, including risk assessments and mitigations, incident reporting and investigation
- Understands the processes in place for the laboratory and blood transfusion service to respond to major incidents, including measures for appropriate communication between operational and clinical teams

### Suggested documentation:

▪ Reports from consultants who have worked with you such as the Multiple Consultant Report (MCR)
▪ Supervised learning events – such as case-based discussions (CbDs) and Mini-Clinical Evaluation Exercise (Mini-CEX)
▪ Evidence of patients seen in the past five years and the assessment you have made: Logbooks Clinical notes Letters
▪ Feedback from formal teaching sessions to medical and non-medical staff such as Teaching Observation (TO)
▪ Reflective practice
▪ FRCPATH in Haematology or equivalent

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## Specialty CiP 2: Liaison Haematology: Providing safe clinical advice to colleagues on interpretation of haematology laboratory results, blood transfusion practice and haematological disorders

### Key skills:

- Demonstrates professional behaviour with regards to patients, carers, clinical colleagues and laboratory staff
- Demonstrates effective communication with patients, laboratory staff, GPs and other clinicians regarding laboratory results and blood transfusion
- Demonstrates good judgment by giving safe and appropriate advice and guidance to colleagues in primary and secondary care regarding investigation and management of haematological disorders and triages referrals appropriate.
- Clearly explains clinical reasoning behind haematological diagnostic and management advice to patients/carers/guardians and colleagues responsible for the overall management of the patient
- Demonstrates appropriate management of haematological problems in patients under the care of other specialties
- Contributes to the assessment and management of complex patients in routine and emergency circumstances including patient blood management and major haemorrhage

### Suggested documentation:

- Feedback from a variety of clinical and non-clinical colleagues who have worked with you such as the Multisource Feedback (MSF)
- Reports from consultants who have worked with you such as the Multiple Consultant Report (MCR)

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- Supervised learning events – such as case-based discussions (CbDs) and mini-clinical evaluation exercise (mini-CEX)
- Evidence of patients seen in the past five years and the assessment you have made:
  - Logbooks
  - Patient survey
  - Clinical notes
  - Letters
- Feedback from formal teaching sessions to medical and non-medical staff such as Teaching Observation (TO)
- Reflective practice
- FRCPATH in Haematology

## Specialty CiP 3: Outpatient Haematology: Managing patients with suspected or known haematological disorders in the outpatient setting

### Key skills:

- Demonstrates professional behaviour with regards to patients, carers, colleagues and others
- Demonstrates appropriate use of clinical and laboratory tests to establish a diagnosis
- Formulates an appropriate management plan, taking into account patient preferences
- Demonstrates understanding of and follows local and national guidelines and clinical trial protocols

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- Explains clinical reasoning behind diagnostic and clinical management decisions to patients/carers/guardians and other colleagues
- Safe prescription and management of specialist haematological treatments, including chemotherapy and supportive treatments such as adjuvant medications for chemotherapy, blood components, bisphosphonates.
- Demonstrates efficient use of time in the outpatient clinic.
- Liaises with other specialty services when appropriate
- Understands the function of haematological multidisciplinary team meetings, refers suitable cases and presents information appropriately
- Demonstrates understanding of transitional care from paediatric to adult services

### Suggested documentation:

▪ Feedback from a variety of clinical and non-clinical colleagues who have worked with you such as the Multisource Feedback (MSF)
▪ Reports from consultants who have worked with you such as the Multiple Consultant Report (MCR)
▪ Supervised learning events – such as case-based discussions (CbDs) and mini-clinical evaluation exercise (mini-CEX)
▪ Feedback from formal teaching sessions to medical and non-medical staff such as Teaching Observation (TO)
▪ Feedback from patients such as patient surveys (PS)
▪ Evidence of patients seen in the past five years and the assessment you have made <ul style="list-style-type: none"> <li>○ Logbooks</li> <li>○ Clinical notes</li> <li>○ Letters</li> </ul>
▪ Reflective practice
▪ FRCPATH in Haematology or equivalent

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## Specialty CiP 4: Day Unit Haematology: Managing patient in an ambulatory/day unit environment including specialist haematological treatments

### Key skills:

- Demonstrates professional behaviour with regards to patients, carers, colleagues and others
- Delivers patient centred care including shared decision making
- Understands the importance of clinical leadership to ensure safe, effective and timely care
- Demonstrates effective teamwork with nursing and other professional colleagues
- Formulates an appropriate diagnostic and management plan, taking into account patient preferences, and the urgency required
- Explains clinical reasoning behind diagnostic and clinical management decisions to patients/carers/guardians and other colleagues
- Provides safe prescribing of specialist haematological treatments (including chemotherapy, blood components and replacement of coagulation factors) and manages complications, ensuring appropriate assessment of patients prior to treatment, recognition and management of complications.
- Demonstrates competency in bone marrow aspiration and trephine biopsies
- Demonstrates safe prescription, safety checks and delivery of intrathecal chemotherapy

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## Suggested documentation:

- Feedback from a variety of clinical and non-clinical colleagues who have worked with you such as the Multisource Feedback (MSF)
- Reports from consultants who have worked with you such as the Multiple Consultant Report (MCR)
- Supervised learning events – such as case-based discussions (CbDs) and mini-clinical evaluation exercise (mini-CEX)
- Direct observation of procedural skills such as DOPS
- Feedback from patients such as patient surveys (PS)
- Evidence of patients seen in the past five years and the assessment you have made
  - Logbooks
  - Clinical notes
  - Letters
- Feedback from formal teaching sessions to medical and non-medical staff such as Teaching Observation (TO)
- Reflective practice
- FRCPATH in Haematology

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## Specialty CiP 5: In-patient Haematology: Providing continuity of care to inpatients with haematological conditions

### Key skills:

- Demonstrates professional behaviour with regard to patients, carers, colleagues and others
- Delivers patient centred care including shared decision making
- Demonstrates effective consultation skills including in challenging circumstances
- Formulates and explains an appropriate diagnostic and management plan, taking into account patient preferences and the urgency required
- Appropriately manages comorbidities in haematology inpatients
- Appropriately manages complications and side effects of treatment in haematology inpatients
- Provides clinical leadership and demonstrates team working and management skills in managing patients including those with complex conditions
- Recognises need to liaise with other specialty services and refers where appropriate
- Demonstrates safe prescription and delivery of specialist haematological treatments, including chemotherapy and transfusion support ensuring appropriate assessment of patients prior to treatment, recognition and management of complications
- Recognises and manages the deteriorating patient and refers appropriately for intensive care
- Demonstrates understanding of and follows local and national guidelines and clinical trial protocols
- Ensures continuity of patient care through the appropriate transfer of information in hospital and community demonstrating safe and effective handover and discharge planning

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## Suggested documentation:

- Feedback from a variety of clinical and non-clinical colleagues who have worked with you such as the Multisource Feedback (MSF)
- Reports from consultants who have worked with you such as the Multiple Consultant Report (MCR)
- Supervised learning events – such as case-based discussions (CbDs) and mini-clinical evaluation exercise (mini-CEX)
- Feedback from patients such as patient surveys (PS)
- Evidence of patients seen in the past five years and the assessment you have made
  - Logbooks
  - Clinical notes
  - Letters
- Reflective practice

## Specialty CiP 6: Haematological Emergencies: Managing acute haematological emergencies in all environments

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## Key skills:

- Demonstrates professional behaviour with regard to patients, carers, colleagues and others
- Demonstrates prompt assessment and safe management of haematological emergencies
- Formulates and explains an appropriate diagnostic and management plan, taking into account patient preferences, and the urgency required
- Understands the importance of clinical leadership to ensure safe, effective and timely care
- Participates effectively in decision making with regard to resuscitation decisions, including decisions not to attempt CPR, and involves patients and their families
- Recognises need to liaise with other specialty services and refers where appropriate for intensive care

## Suggested documentation:

- Feedback from a variety of clinical and non-clinical colleagues who have worked with you such as the Multisource Feedback (MSF)
- Reports from consultants who have worked with you such as the Multiple Consultant Report (MCR)
- Supervised learning events – such as case-based discussions (CbDs) and mini-clinical evaluation exercise (mini-CEX)
- Feedback from formal teaching sessions to medical and non-medical staff such as Teaching Observation (TO)
- Evidence of patients seen in the past five years and the assessment you have made
  - Logbooks
  - Clinical notes
  - Letters
- Reflective practice

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## Specialty CiP 7: Managing end of life and palliative care skills

### Key skills:

- Identifies patients with limited reversibility of their medical condition and determines ceilings of care, palliative and end of life care needs, in collaboration with the patient, family and carers.
- Identifies the dying patient and develops an individualised care plan, including anticipatory prescribing at end of life
- Demonstrates safe and effective use of syringe pumps in the palliative care population
- Manages complex symptom control including pain, nausea
- Facilitates referrals to specialist palliative care across all settings
- Demonstrates effective consultation skills in challenging circumstances
- Understands the psychological consequences of terminal illness and the management of patients and their families affected by grief
- Demonstrates compassionate professional behaviour and clinical judgement

### Suggested documentation:

- Feedback from a variety of clinical and non-clinical colleagues who have worked with you such as the Multisource Feedback (MSF)
- Reports from consultants who have worked with you such as the Multiple Consultant Report (MCR)

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- Supervised learning events – such as case-based discussions (CbDs) and mini-clinical evaluation exercise (mini-CEX)
- Feedback from appropriate Palliative care colleagues
- Feedback from patients such as patient surveys (PS)
- Evidence of patients seen in the past five years and the assessment you have made
  - Logbooks
  - Clinical notes
  - Letter
- Reflective practice

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