APPOINTMENT OF TWO
FULL TIME / PART TIME
CONSULTANT UROLOGICAL SURGEONS

JOB DESCRIPTION

December 2019
INTRODUCTION

Two new Consultant posts are available in this busy Urology Department at The Shrewsbury and Telford Hospital NHS Trust.

In January 2019, a joint committee of Shropshire and Telford and Wrekin CCGs approved a £320 million package of proposals, known as “Future Fit”, which would see the Royal Shrewsbury Hospital house the county’s only full Accident and Emergency Department with support services for Emergency care and the existing A&E at Telford’s Princess Royal Hospital become an Urgent Care Centre. Our Future Fit programme has been approved by Department of Health in October 2019 to centralise services between two main Hospitals – Royal Shrewsbury Hospital and Princess Royal Hospital.

You will join the existing five Consultants providing Urology services at Shrewsbury and Telford Hospital (SaTH) to the county of Shropshire and a sizeable part of the adjacent Welsh county of Powys, serving a combined catchment population of approximately 550,000. Team building skills and knowledge of service improvement methodologies will be expected in the successful candidate.

THE POST

You will join the Urology team alongside Mr Naing Lynn (Lead Clinician for Urology), Mr Andrew Elves (Clinical Director), Mr P Pillai, Mr. D Georgakopolous and Mr. J O’Dair as a multidisciplinary team in providing Urology Services for a wide catchment area.

The appointments of sixth and seventh Urology Consultants are expected to strengthen and further develop Urological services in Shropshire and Mid-Wales. You will be expected to provide general endourology and diagnostic services. All Consultants retain a commitment to provide core Urological services and participate in the Urological on-call rota. Any subspecialist interest which will complement the current services we provide will be considered.

You will be expected to take part in continuing Medical Education and Audit, and provide teaching to members of the professional and nursing staff within the hospital, as well as urological trainees and medical students.

THE UROLOGY DEPARTMENT

The Urology department is based at The Royal Shrewsbury Hospital (RSH). All major and complex Urological operations, including laparoscopic renal surgery, percutaneous stone Surgery and complex endo-urology, are carried out on the RSH site. Diagnostic services including flexible cystoscopy, haematuria clinics and general urological outpatients are conducted on both sites. Urological emergencies are admitted to the RSH site only. At RSH 24 hour urological cover is provided. A one in seven Consultant on call rota will be in operation which includes this Consultant post. We are currently working collaboratively with Royal Stoke University Hospital to provide robotic pelvic surgery to the local population.

In addition to the seven Consultants, the Department has two Urology SpRs on rotation from the West Midlands Deanery, two Speciality doctors, two Core Trainees and two FY1’s.
There are five Urology Clinical Nurse Specialists working across the two Hospital sites with plans to expand this and develop advanced nurse practitioner roles.

**LOCATION OF SERVICE AND OUT PATIENT CLINICS**

Inpatient Urology services are only provided at The Royal Shrewsbury Hospital, (RSH).

We have a new Day Surgery Unit at The Royal Shrewsbury Hospital, adjacent to the existing main theatres complex. This also includes a modern new Endoscopy Suite. The Post holder is expected to provide Urological support to the spinal injury unit at The Robert Jones and Agnes Hunt Orthopaedic Hospital, Oswestry. A video-urodynamic facility is available at the Shrewsbury site. ESWL and some haematuria clinic facility are available in Bridgnorth Community Hospital.

Post holders are expected to run some out reach sessions in peripheral hospitals (Oswestry/ Bridgnorth hospitals) as per timetable.

**OUR SERVICES**

Oncology (Radiotherapy and Chemotherapy), Pathology, Gynaecology, Paediatrics, Colo-rectal, General and Vascular Surgery and Trauma Services are provided at The Royal Shrewsbury Hospital.

At The Princess Royal Hospital, Head and Neck Surgery, Breast, Paediatrics, Maternity, Trauma and Orthopaedics, are provided. Full medical services are provided on both sites with the renal dialysis unit at The Royal Shrewsbury Hospital. ITU and HDU facilities are available on both sites.

The Urology department enjoys the benefit of an excellent Radiology service with three Interventional Radiologists interested in Urology. Cross sectional imaging by spiral CT and MRI is available on all sites.

A Chemotherapy Day Unit in conjunction with Macmillan Foundation has recently been constructed and is now open at RSH.

**GREATER MIDLANDS CANCER NETWORK**

The Greater Midlands Cancer Network has recently been established by merging of the North-West Midlands Cancer Network and the Black Country Cancer Network. A combined population of 2.2 million is served by the GMCN which includes the Royal Stoke University Hospital, Mid Staffordshire General Hospital, the Shrewsbury and Telford NHS Trust, Wolverhampton NHS Trust, Walsall NHS Trust and Russell’s Hall, Dudley. We have started collabratve working with Royal Stoke University Hospital to provide pelvic cancer services to our population.
PROPOSED JOB PLAN

The Job plan is anticipated to contain 10 Programmed Activities per week on average to be carried out at The Shrewsbury and Telford site. The initial job plan for this post is planned to be:

Non on-call week (6 week out of 7)

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<thead>
<tr>
<th>Day</th>
<th>AM Activity</th>
<th>PM Activity</th>
<th>DCC</th>
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<tbody>
<tr>
<td>Monday</td>
<td>Admin DCC</td>
<td>PRH OPD (0900-1300)</td>
<td>1.25</td>
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<tr>
<td>Tuesday</td>
<td>SPA</td>
<td>CMG (1330-1730)</td>
<td>1</td>
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<td>Wednesday</td>
<td>Oswestry theatre (OR), Peripheral unit DCC + travel time 1.25</td>
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<tr>
<td>Thursday</td>
<td>RSH OPD (0900-1300) DCC</td>
<td>1</td>
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<tr>
<td>Friday</td>
<td>RSH Theatre (0830-1300) DCC</td>
<td>1.25</td>
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<td>8</td>
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SPA 2.5 + DCC 8 = 10.5

On-call week (1 week out of 7)

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<th>Day</th>
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<th>PM Activity</th>
<th>DCC</th>
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<tbody>
<tr>
<td>Monday</td>
<td>Ward round (0800-1000) DCC</td>
<td>0.5</td>
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<tr>
<td>Tuesday</td>
<td>Ward round (0800-1000) DCC</td>
<td>0.5</td>
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<tr>
<td>PM</td>
<td>Telemed clinic (1400-1500) DCC</td>
<td>0.25</td>
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<tr>
<td>Wednesday</td>
<td>Ward round (0800-1000) DCC</td>
<td>0.5</td>
<td></td>
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<tr>
<td>PM</td>
<td>OPD RSH (1030-1230) DCC</td>
<td>0.5</td>
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<tr>
<td>Day</td>
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<tr>
<td>Thursday</td>
<td>Ward round (0800-1000)</td>
<td>Telemed clinic (1400-1500)</td>
<td>0.5</td>
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<td></td>
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<tr>
<td>Friday</td>
<td>Ward round (0800-1000)</td>
<td>Emergency theatre (1330-1730)</td>
<td>0.5</td>
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<tr>
<td>Saturday</td>
<td>Ward round (0900-1100)</td>
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<td>0.6</td>
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<tr>
<td>Sunday</td>
<td>Ward round (0900-1100)</td>
<td></td>
<td>0.6</td>
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<tr>
<td>Total</td>
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<td>6.7</td>
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SPA 2.5 + DCC 6.7 = 9.2

**Direct Clinical Care**

7.5 PAS on average per week (*clinical activity, clinically related activity*)

**Supporting Professional Activities**

2.5 PA on average per week (*includes CPD, audit, Teaching, research*)

**TRANSFORMING CARE INSTITUTE**

The Trust is proud to have been working collaboratively with the Virginia Mason Institute in Seattle, widely regarded as one of the safest Hospitals in the World. We have progressed with a number of ‘Value Streams.’ Doctors, Nurses, Allied Health Professionals and Colleagues from Virginia Mason are working together to transform Healthcare at The Shrewsbury and Telford Hospital NHS Trust and share our learning across the Country. We are one of only five Trusts across the UK working with Virginia Mason and NHS Innovation. Our current Value Streams are Respiratory Discharge, Sepsis, Workforce and Recruitment and Outpatients. Sponsor teams have ownership of the programme and run Rapid Process Improvement weeks that allow our workforce to try new processes and procedures that may improve the care we offer to our patients. Any proposals made are tested, measured and fully supported to ensure that they become embedded into our normal daily work and remain sustainable in the long term. This process aligns to our Organisational Strategy putting our ‘Patients First’ and reflects the Values of our Trust.

Our Kaizen Promotion Office (KPO) provides the support for this work. Every Value Stream has full Executive support and the entire Executive team has an important role to play on the Guiding team and our overall Transformation programme. We are very proud of our achievements to date and are looking for ways to engage with all of our staff through our Transformation work and our Leadership Academy launching in November 2016. There will be many opportunities for you to become involved in our KPO and value Stream work and we will be able to provide you with help and guidance independent of your level of expertise. We have a unique opportunity to make a difference and we hope that you will want to be a part of our journey.

**EDUCATIONAL ACTIVITIES**
Postgraduate activities are based in the Education Centre at the Princess Royal Hospital, which has a Medical library, a lecture theatre and a number of seminar rooms and in the Shropshire Education Conference Centre (SECC) at The Royal Shrewsbury Hospital. Regular Clinical presentations and Clinical audit meetings are held and there is a busy programme of activities for General Practitioners and Hospital Staff.

OFFICE AND SECRETARIAL SUPPORT
You will have an office with a full range of facilities including desktop PC. You will be supported by a full time secretary, and additional administrative staff supporting the existing Urological Surgeons.

RESEARCH
It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest you may have, particularly if trainee members of the Department could be incorporated in the methodological and practical stages.

AUDIT
Great importance is placed upon audit within the Shrewsbury and Telford Hospital NHS Trust and you will be expected to contribute to this as part of your role; the Trust has a fully staffed Audit Department at both Hospitals with extremely well-organised teams.

APPRAISAL, REVALIDATION AND MENTORSHIP
The Trust has the required arrangements in place, as laid down by the Royal College of Surgeons, to ensure that all Doctors have an annual appraisal with a trained appraiser and supports all Doctors going through the revalidation process.

The Trust supports the Royal College of Surgeons guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.

A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust in, as agreed with the LNC (for example, the approval and funding of study leave).

An annual job plan review at individual and departmental level is being introduced. You will be expected to participate in this exercise.

We will require to register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti revalidation system; we will complete this as soon as possible upon your commencement with the Trust.

The Trust also supports the requirements for continuing professional development as laid down by the Royal College of Surgeons and is committed to providing time and financial support for these activities.

TERMS AND CONDITIONS OF SERVICE
The appointment is full-time / part-time and the successful candidate will be appointed on the Terms & Conditions Consultants (England) 2003.
Salary Scale (MC72): £79,860 - £107,668 per annum for 10 Programmed Activities (as of April 2019)

The post holder:
• will be in possession of a recognised medical / dental qualification and full registration with the General Medical Council and continue hold a licence to practise.
• is advised to be a member of a recognised medical defence society or be suitably insured. Trust insurance does not cover work undertaken outside the Trust other than caring for patients and work of the Trust.
• will be expected to make sure that there are adequate arrangements for hospital staff involved in patient care to be able to contact him / her when necessary.
• will be expected to reside within 30 minutes or 10 miles by road of the base hospital whilst on call.
• will not be permitted to commence employment until a full medical examination has been completed with a satisfactory result or the Occupational Health Physician has satisfied himself that a full examination is not necessary. The completion of a satisfactory health questionnaire is a condition of employment.
• will not be permitted to commence employment until full clearance has been received from the Disclosure Barring Service.

The Trust operates a no smoking policy.

The Trust values its diverse workforce and is committed to taking all necessary steps to ensure that individuals are treated equally and fairly and to taking positive action to promote equal opportunities.

ACCOMMODATION
The Trust offers single residential accommodation for medical staff depending on availability. The Trust only provides single accommodation so private rental would need to be arranged for family accommodation.

OTHER FACILITIES
There is an active Doctors Mess run by the Junior Doctors Mess Committee which organise social events, parties, outings etc. There are on-site fitness centres (a membership fee is payable) available to all members of staff.

STAFF BENEFITS
There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.

VISITING

To apply for this post please visit www.belongtosomething.co.uk
For an informal discussion, please contact: Mr Naing Lynn, Consultant Urological Surgeon
naing.lynn@nhs.net    Tel: 01743 261127.

STATEMENTS

Health & Safety
As an employee of the Trust you have a responsibility to:
- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control
The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:
- ensure that your work methods are compliant with the Trust’s agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff; and
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance
The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust’s Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust’s Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.

- **Disclosure of Information** - The unauthorised use or disclosure of information relating to the Trust’s activities or affairs, the treatment of patients or the personal details of an
employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust’s employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.

- **Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust’s recording, monitoring, validation and improvement schemes and processes.

**Professional Standards and Performance Review**

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
- participate in the Trust’s appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

**Safeguarding Children and Vulnerable Adults**

- We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust’s procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.
- As an employee of the Trust you have a responsibility to ensure that:
  - you are familiar with and adhere to the Trusts Safeguarding Children procedures and guidelines.
  - you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

**Social Responsibility**

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.
# PERSON SPECIFICATION

**POST:** CONSULTANT UROLOGICAL SURGEON

**JOB REF:** 223 – MC440

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<tr>
<td><strong>QUALIFICATIONS</strong></td>
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<tr>
<td>- FRCS (Urol) or equivalent qualification</td>
<td>- Postgraduate research and/or Thesis leading to MS/MD</td>
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<td>- Eligible for entry onto the Specialist Register in Urology or within 6 months of obtaining CCST</td>
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<td>- Full GMC registration and licence to practice</td>
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<td>- CESR or European Community Rights</td>
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<td><strong>CLINICAL EXPERIENCE</strong></td>
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<tr>
<td>- Evidence of commitment to Clinical Audit and Research</td>
<td>- Additional sub speciality experience to complement the existing subspecialties</td>
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<td>- Clinical training and experience equivalent to that required for gaining UK CCST in relevant specialties</td>
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<tr>
<td><strong>TEACHING AND RESEARCH</strong></td>
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<tr>
<td>- Ability to teach clinical skills, teach and lecture on speciality</td>
<td>- Ability to supervise postgraduate research</td>
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<td>- Ability to apply research outcomes to clinical problems</td>
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<td><strong>DISPOSITION</strong></td>
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<tr>
<td>- Recognised ability to work within and provide leadership in the MDT</td>
<td>- Willingness to undertake additional profession responsibilities at local, regional or national levels</td>
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<td>- Caring attitude to patients</td>
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<td>- Effective verbal and written communication skills</td>
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<td>- Effective people management and influencing skills</td>
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<td>- Ability to communicate effectively with patients, relatives, GPs, nurses and other</td>
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<tr>
<td>agencies</td>
<td>Commitment to continuing professional development.</td>
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<td>Commitment to clinical risk management and implementation of Clinical Governance</td>
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| PERSONAL CIRCUMSTANCES | Must live within 10 miles or 30 minute’s drive of hospital where provides out of hours cover |

Completed by: Mr N Lynn, Lead Clinician – Urology (December 2019)