CONSULTANT UROLOGICAL SURGEON

Post Two

BLACKPOOL VICTORIA HOSPITAL
JOB DESCRIPTION

POST: Consultant Urological Surgeon with an interest to complement the skills pre-existing in the department. This post is newly created due to increasing demands for the service.

TENURE: Permanent

JOB PURPOSE: To work as a consultant undertaking general urological surgery with a view to developing a specialist interest.

To work with consultant colleagues to provide a general urological service for patients at Blackpool Teaching Hospitals NHS Foundation Trust.

To participate in an emergency general urological rota for patients from the Blackpool, Fylde and Wyre areas. The successful candidate would not be required to undertake any emergency general surgery as there is a separate emergency general surgery rota.

KEY INTERNAL RELATIONSHIPS:
- Consultant Urology Surgeons
- Clinical Director of General Surgery and Urology
- Divisional Director for Surgery
- Associate Director of Operations (Surgery)
- Directorate Manager for General Surgery, Theatres and Anaesthetics
- Clinical administrative support staff
- Colleagues in the Directorate of Anaesthesia
- Colleagues in other directorates within the hospital, including radiology, pathology and oncology

KEY EXTERNAL RELATIONSHIPS:
- General Practitioners
- NHS Blackpool
- NHS North Lancashire
- Blackpool Unitary Authority and Lancashire County Council Social Services

THE POST

This post will work alongside our recently expanded Consultant team in a purpose-built diagnostic urology unit recently opened in the summer of 2011 in the Trust's new £40m Surgical Centre. The creation of the unit has allowed considerable flexibility in our provision of outpatient services, special interest clinics and expansion of “one-stop” clinics. Surgically within the unit we perform open and laparoscopic upper tract surgery, flexible and rigid ureteroscopy, PCNL, with support from the radiology department, and benign open pelvic surgery and as well as a full range of
endourological and incontinence. By the time of commencement of post, we will have a state-of-the-art 3D transrectal ultrasound scanner allowing template biopsies and histoscan capabilities.

The new surgical centre comprises of elective, emergency and day case theatres and elective wards, providing state-of-the-art facilities for local patients and an excellent working environment for staff. The hospital has an excellent radiology department offering CT, MR access to PET scanning, nuclear medicine and interventional urological radiology. Regular lithotripsy sessions are provided by an external company.

We provide a full range of urological services to a population of approximately 333,000 from a unit staffed by five consultants (of which this post is one of the five) and two staff grade urologists, three urology nurse practitioners, three urology cancer nurse specialists and a dedicated nursing team for the urology unit. The Trust is currently seeking to recruit a third specialty doctor.

The present consultants have subspecialist interests in oncology, stone disease, laparoscopic surgery, functional urology and incontinence. At present our pelvic cancer work is performed at Royal Preston Hospital, our local cancer centre.

Two of the urology nurse practitioners have specific responsibilities for urodynamic services, including flow rate and ISC clinics. The Gynaecology Department within the Trust also provides a urodynamic service, but this is currently separate from the urology department.

The post holder will work on a 1 in 5 emergency rota. Middle grade cover is shared with the general surgical department.

The post holder will be employed by Blackpool Teaching Hospitals NHS Foundation Trust.

**DUTIES OF THE POST**

1.1 **Clinical**

The clinical commitments of this post will include elective and emergency general urological surgery at Blackpool Victoria Hospital. If appropriate other complimentary subspecialist interests can be developed.

The post holder will also be pro-actively involved in improving the emergency service provided by the service, ensuring earlier transfer of acute urological patients to the speciality, improved decision making and earlier diagnosis.
1.2 Indicative work plan

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<thead>
<tr>
<th></th>
<th>Monday</th>
<th>Tuesday</th>
<th>Wednesday</th>
<th>Thursday</th>
<th>Friday</th>
<th>Saturday</th>
<th>Sunday</th>
</tr>
</thead>
<tbody>
<tr>
<td>AM</td>
<td>SPA</td>
<td>WR/ Admin</td>
<td>SPA</td>
<td>OPD</td>
<td>Theatre</td>
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<tr>
<td>PM</td>
<td>OPD</td>
<td>On Call Duties</td>
<td>Local Urology MDT/ Consultant meeting (SPA)</td>
<td></td>
<td>Theatre</td>
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The indicative work plan outlined above is reflective of these plans. Pre-operative ward rounds are included in the theatre sessions.

Morning OPD clinics start at 9am, usually finishing at 1pm and afternoon clinics start at 1.30pm and usually finish at 5pm. Outpatient clinic templates are booked to allow 30 minutes of administrative time within the session. When on-call you are responsible for the long-term management of urological patients admitted over a 24 hours period of time from 9am of the day on on-call to 9am the following day. At present we work a regular fixed day on call with a rolling rota to cover Fri/ Sat/ Sun.

The job plan includes 8 programme activities for direct clinical care, including administrative time, and 2 programme activities for supporting professional activities*. There are therefore 10 programmed activities in total. Non-fixed half days include clinical assessment of ward referrals, administration, audit, CME and research and teaching.

On-call is category A on a 1 in 5 rota, giving a 5% uplift in salary.

Programme activities

<table>
<thead>
<tr>
<th>Activity</th>
<th>Time</th>
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<tbody>
<tr>
<td>Theatre sessions</td>
<td>2.5</td>
</tr>
<tr>
<td>OPD</td>
<td>2</td>
</tr>
<tr>
<td>Ward rounds</td>
<td>0.5</td>
</tr>
<tr>
<td>Clinical administration and MDT</td>
<td>2</td>
</tr>
<tr>
<td>Supporting professional activities</td>
<td>2</td>
</tr>
<tr>
<td>On-call</td>
<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>10</strong></td>
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* Please note that 2 SPA is an initial allocation, with 1.5 SPA for general personal development and 0.5 SPA for service development. This is subject to the understanding that a job plan review will be undertaken 3 months after commencement and the need for additional activity, either direct clinical care or SPAs, to be recognised and where appropriate back dated.

1.3 Teaching

The appointee will take an active role in the training of junior staff and medical students. You will share the supervision of FY1s and FY2s with colleagues and will be expected to participate in regular appraisals.
You will also be responsible, in collaboration with colleagues, for the supervision and training of middle grade doctors (either specialist registrar or non-consultant career grade doctors).

1.4 Clinical Audit

There is an active clinical audit programme in the urology department. Our Clinical data is submitted regionally and a highly successful regional urological audit has been held biannually for many years.

All urology consultants are expected to participate in the design of audit within their specialty and to attend all departmental urology audit presentations.

1.5 Research and Development

The successful applicant will be encouraged to participate in research on clinical and / or service issues. You will maintain your CME / CPD in line with College guidelines. There will be an annual appraisal by the Clinical Director of General Surgery and Urology.

1.6 Contractual Commitment

The post holder will have continuing responsibility for patients in his / her care and for the proper functioning of the urology service and will undertake the administrative duties associated with care of urology patients and the running of the clinical urology department.

Blackpool Teaching Hospitals NHS Foundation Trust will be the employer for the appointment and will issue the Contract of Employment.

2. APPRAISAL

There is a requirement to participate in annual appraisal in line with GMC regulations.

3. ASSOCIATED DUTIES AND RESPONSIBILITIES

3.1 Main Duties and Programmed Activities

Except in emergencies or where otherwise agreed with your clinical manager, you are responsible for fulfilling the duties and responsibilities and undertaking the programmed activities set out in your new Job Plan, as reviewed from time to time, in line with the provisions in Section 6 below.

3.2 Associated Duties

You are responsible for the associated duties set out in Schedule 2 of the Terms and Conditions. These include, amongst other things a requirement to:

- Establish links with general practitioners to provide advice to them about the management of patients undergoing general urological surgery.
- Collaborate with colleagues in primary and secondary care to implement protocols for the management of patients undergoing general urological surgery.
• Keep yourself up to date with developments in the specialty. It is expected that active consideration will be given to existing technologies in terms of cost effectiveness. In addition the use of new techniques where they can be justified clinically will be encouraged. Conforming with “state of the art” advances will ultimately depend on other priorities within the total unit.

• To contribute to post-graduate and continuing medical education. The trust supports the requirement of CME/CDP as laid down by the Royal College of Surgeons and is committed to providing time and financial support for these activities.

3.3 Objectives

The purpose of including agreed personal objectives in your Job Plan is to set out in clear and transparent terms what you and the clinical manager have agreed should be achieved in the year in question. These objectives are not contractually binding in themselves, but you have a duty to make all reasonable efforts to achieve them.

3.4 On Call Duties and Emergency Responses

The on-call duties are described previously.

When not on an on-call rota we may, in exceptional circumstances, ask you to return to site for emergencies if we are able to contact you. You are not, however, required to be available for such eventualities.

4. CLINICAL AND MANAGERIAL LEADERSHIP

The Trust Board Members are as follows:

Chairman - Mr Ian Johnson
Chief Executive - Mr Gary Doherty

Non-Executive Directors

- Mrs Karen Crowshaw
- Mr Doug Garrett
- Mr Alan Roff
- Mr Tony Shaw
- Mr Jim Edney
- Mrs Michele Ibbs

Directors

Chief Executive - Mr Gary Doherty
Medical Director - Dr Mark O’Donnell
Director of Nursing & Quality - Mrs Marie Thomson
Director of Operations - Mrs Pat Oliver
Director of Clinical Support & Facilities Management - Mr Robert Bell
Managing Director of Community
There is a monthly Directorate business meeting for consultant staff with heads of department and the Directorate accountant.

In addition the consultants meet on a regular basis to discuss policy and strategy within the sub-speciality.

5. **DIRECTORATE OF GENERAL SURGERY AND UROLOGY - STAFF ESTABLISHMENT**

5.1 **Medical Staff**

**Consultant Urologists:**

- Mr I Campbell: Stones, Endourology and Laparoscopic Surgery
- Mr S Finney: Functional urology and incontinence
- Mr N Saghir: General Urology, open nephrectomy and pelvic surgery
- Mr N Khan (locum): General Urology, open nephrectomy and pelvic surgery
- Mr J Islam (locum): General Urology

**Consultant Surgeons:**

- Mr S H Pettit: GI, colorectal and laparoscopic
- Mr S Ravi: GI, colorectal and laparoscopic
- Mr M Khurshid: Upper GI, colorectal and laparoscopic
- Mr S Rajan: Breast and endocrine
- Mr J C D Heath: GI, colorectal and laparoscopic
- Mr A Zeynali: Vascular
- Mr P Kiruparan: Breast and endocrine
- Mr V Perricone: Vascular
- Mr T Linn: Colorectal and laparoscopic
**Middle Grade Surgeons:**

1. Associate Specialists in General Surgery
2. Speciality Doctors in Urology (one post currently vacant)
3. Specialist Registrars in General Surgery
3. Trust surgeons
9. FY2's
15. FY1's

When on call for emergencies the Consultant Urological Surgeon will work with an on call general surgical SpR (or Associate Specialist or Trust Surgeon), FY2, on take FY1 and ward cover FY1.

When the case mix / load requires, the Consultant Urological Surgeon will work with a Staff Surgeon, FY2 or Surgeon Care Practitioner.

In the majority of clinics, the Consultant Surgeon will be supported by a Staff Surgeon.

5.2 **Responsibility for Junior Staff**

The post holder will provide supervision and support for junior staff.

6 **POLICY AND STRATEGY**

6.1 **The Strategic Agenda**

Policies which drive our Agenda include: -

- The NHS Plan
- The National Service Frameworks (for Coronary Heart Disease, Older People, Diabetes)
- National Cancer Plan
- National Clinical Guidelines (NICE)
- Health Improvement Programmes and Joint Investment Plans
- Healthier Nation Targets and Health Outcome Indicators
- P.C.T.’s
- Health Action Zones
- Modernising Health and Social Services
- User and Carer Involvement
- Improving Working Lives
- Trust training and development Strategy

6.2 **Organisational Excellence**

The Trust is actively pursuing a total quality approach through self-assessment. Management structures are designed to ensure that maximum devolution and decision-making rests with the Clinical Directorate Teams.
6.3 **Health & Safety**

The Trust has a comprehensive Health and Safety Policy with corporate policies and procedures at Directorate level. It is the responsibility of each employee to observe these policies.

6.4 **Risk Management**

A comprehensive Risk Management Strategy that includes a 'serious incident' reporting system is in operation. All employees are expected to work within the system.

6.5 **Clinical Governance**

Clinical Governance requires that all clinical staff accept personal responsibility for knowing what constitutes best practice in their field, defining policies to translate this into practice within their own service and measuring the clinical outcomes of the service. The Trust is adopting an approach to Clinical Governance which will draw together its pre-existing self-assessment programme, clinical audit programme, complaints and litigation management, risk management, continuing medical education and clinical leadership.

7 **PROCESSES**

This post will facilitate the provision of general urological surgery to residents in Blackpool, Fylde and Wyre areas.

7.1 **Directorate facilities:**

Surgical wards, operating theatres, outpatient facilities, secretarial and administrative support.

Shared office accommodation with computer with internet access. The appointee will have their own dedicated secretary.

7.2 **Job Plan**

The job plan comprises 10 programmed activities as set out in Section 1.2.

8 **RESOURCES**

8.1 **Blackpool, Fylde & Wyre Hospitals NHS Foundation Trust**

**Victoria Hospital**

The Blackpool Victoria Hospital serves a resident population of approximately 333,000. There are large seasonal fluctuations in population with Blackpool and surrounding areas of the Fylde coast attracting up to 16 million visitors a year. The Victoria Hospital is a District General Hospital with 849 beds and serves the three surrounding boroughs of Blackpool, Wyre and Fylde. The Lancashire Cardiac Centre is a new £52 million development, opened in July 2006 at the Blackpool Victoria Hospital site. This has six
cardiology teams, six cardiothoracic teams, three dedicated cardiac theatres, 14 critical care beds and 89 ward beds.

The hospital has a consultant staff numbering over one hundred and ten encompassing all major medical and surgical specialties. In addition there are visiting consultants in the specialties of nephrology, neurology, neurosurgery, plastic surgery, and radiotherapy. The hospital provides a regional service in Haematology.

Funding has been approved to develop a specialised urology unit where urology outpatient clinics, diagnostic urology and urological administrative services will be housed.

8.2 Honorary Appointments

Consultants may be eligible for appointment as Honorary Lecturer with the University of Central Lancashire. Those who make a substantial contribution in research or undergraduate education are eligible for promotion to Honorary Senior Lecturer, Reader or Professor.

9 KEY RESULTS

9.1 Clinical Results

The post holder will be expected to contribute to the ongoing quality improvement of clinical services.

9.2 Policy and Strategy

The appointee will be expected to participate fully in the development of general urological surgical services and surgical andrology services. This may include Directorate, Trust and multi agency project involvement to improve the quality of health care for local residents.

9.3 Resource Management

As part of the Blackpool Urological Surgical Team the post holder will be expected to ensure that services are delivered within agreed parameters.

9.4 People Leadership

The appointee will be expected to provide leadership to her/his clinical teams and a range of project teams as required. These may include multi agency development teams.

9.5 Education

The post holder will be expected to take a full part in Undergraduate and Postgraduate Medical Education.
GENERAL REQUIREMENTS AND CONDITIONS OF SERVICE

a) Fellowship of the Royal College of Surgeons. A certificate of higher Specialist Training in Urological Surgery, or entry on, or admission to the Specialist register within 6 months, are essential.

b) Applications from candidates who are unable to work whole time, or who wish to join in a job sharing arrangement will be considered.

c) A satisfactory medical examination is a condition of employment for ‘medical and dental staff’ in the National Health Service. Therefore, the successful candidate’s appointment will be subjected to medical clearance from the Trust’s Occupational Health Physician. In relation to Hepatitis B screening and vaccination, it is a requirement of all staff that they should undergo periodic testing and where a post is designated as potentially prone to exposure, be vaccinated.

d) The post holder must comply with all relevant policies and procedures and training on infection prevention and control.

e) The appointee will be required to live within a reasonable travelling distance of Blackpool Victoria Hospital.

f) You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management.

g) Subject to the provisions of the Terms and Conditions of Service, you are expected to observe agreed policies and procedures, drawn up in consultation with the profession on clinical matters. In particular, where you supervise employees, you will be expected to follow the local and national employment and personnel policies and procedures.

h) All medical and dental staff employed by Trusts are expected to comply with all Heath and Safety policies.

i) It is appreciated that the fixed commitments set out below can only apply if the medical, nursing and administrative infrastructure is in place, both in terms of quality and quantity. Any variations on the provision of the infrastructure should be brought to the attention of the general manager of the provider unit.

j) Where involvement in clinical management is accepted by an individual consultant and this involves specified duties, an abatement of clinical sessions will be permitted.

k) It is expected that when management duties are relinquished, the original session(s) will be taken up.

l) Where the appointee is required to relocate, the Trust will have regard to all the individual employee’s circumstances, including the need to re-house dependents and the comparability of new and previous accommodation.
m) The Trust offers an attractive relocation and related expenses package for key employees upon recruitment to the organisation.

n) The Trust will require employees to repay all of part of the reimbursements and grants paid if they leave the Trust within two years of the appointment which gave rise to the expenses.

o) Interview expenses are paid in line with similar NHS Organisations and successful applicants will be reimbursed with second class travel and expenses payable from the point of entry to the United Kingdom for interview expenses.

11 MANAGEMENT

There is a monthly General and Urological Surgical meeting and the appointee is expected to attend and participate.

12 REVIEW OF THE JOB PLAN

This job description contains an indicative and proposed job plan to allow you to start work. Within 3 months you and your clinical manager will have agreed a prospective Job Plan that sets out your main duties and responsibilities, a schedule for carrying out your Programmed Activities, your managerial responsibilities, your accountability arrangements, your objectives and supporting resources.

You and your clinical manager will review the Job Plan annually in line with the provisions in Schedule 3 of the Terms and Conditions of the new Consultant Contract (England) 2003. Either may propose amendment of the job plan. You will help ensure through participating in Job Plan reviews that your Job Plan meets the criteria set out in the Terms and Conditions and that it contributes to the efficient and effective use of NHS resources.

13 FURTHER INFORMATION

Interested candidates are invited to contact Mr I Campbell or Mr S Finney, Consultant Urological Surgeons on 01253 303319 to make arrangements for an informal visit to the hospital.

Blackpool Victoria Hospital
Whinney Heys Road
Blackpool
FY3 8NR
**Personal Specification for the Post of Consultant Urological Surgeon with an interest in female urology and stones**

Blackpool Teaching Hospitals NHS Foundation Trust

<table>
<thead>
<tr>
<th>Essential for the post</th>
<th>Desirable for the post</th>
<th>Method of assessment</th>
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<tbody>
<tr>
<td><strong>1. Professional qualifications</strong></td>
<td>Primary medical qualification. (MB BS or equivalent). Full registration with the General Medical Council, FRCS or equivalent. Entry on Specialist register or in receipt of CCST in urological surgery within 6 months of interview.</td>
<td>Special Interest Management Training</td>
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<tr>
<td><strong>3. Research/audit/publications</strong></td>
<td>Ability to supervise audit projects. Recent personal involvement in audit. Understanding of principles of research and audit. Regular attendance at audit meeting.</td>
<td>Publications and presentation in the field of urological surgery.</td>
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<td>5. Personal skills</td>
<td>Ability to work well as a member of a team. Experience working in a urological MDT. Ability to work as a team leader when required. Possess good organisational skills. Possess good verbal and written communication skills. Experience of supervision of other staff. Understanding of principles of Clinical Governance.</td>
<td>Application form, CV and references. Interview.</td>
</tr>
<tr>
<td>6. Management</td>
<td>Awareness of management issues in the NHS.</td>
<td>Application form, CV and references. Interview.</td>
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<tr>
<td>7. Personal</td>
<td>Agreement to live within reasonable access of the Trust.</td>
<td>Interview</td>
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<tr>
<td>8. Health</td>
<td>Fit to fulfil all aspects of the post.</td>
<td>Pre-employment health screening.</td>
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