

August 2021

HULL UNIVERSITY TEACHING HOSPITALS NHS TRUST

CONSULTANT IN UROLOGY

JOB DESCRIPTION

SALARY SCALE £82,096 - £110,683

1 INTRODUCTION

- 1.1. The Hull University Teaching Hospitals NHS Trust has an annual budget of circa £561 million, employs over 8,000 staff and serves an extended population of 1.6 million. It is a designated Vascular, Major Trauma, Cancer and Cardiac Centre.
- 1.2. Our central population includes Hull and the East Riding of Yorkshire with spokes in North Lincolnshire and Goole. We typically offer quaternary services to York and North Yorkshire.
- 1.3. Hull and the East Riding of Yorkshire is a fantastic place to live and work and has recently been named amongst the best places to live in the UK. Hull was the 2017 UK Capital of Culture. The post-industrial regeneration is being supported with the city leading the country in renewable energy infrastructure production.

2 DEPARTMENT OF UROLOGY

2.1 The Department of Urology serves the people of Hull and East Riding which equates to a population of approximately 550,000

Activity within the department in 2019/20 was as follows:

Inpatients

Elective	1,900
Day Surgery	1,890
Emergency admissions	937

Outpatients

First attendances	6,788
Follow – ups	22,447
Outpatient procedures	4,422

The Department is sited in the purpose built Urology unit on the Castle Hill Hospital Site, Cottingham, East Yorkshire. The facilities house a centralised urology service linking a 28

bed ward with a day procedures area. There is also a separate acute assessment area and ambulatory ward for GP admissions and emergency department transfer, plus care for uro-radiological procedures and trial without catheter.

The day services area comprises of a cystoscopy suite, lithotripsy area, recovery and 2 consultation rooms. A number of specialist clinics are undertaken from this area including diagnostic and check cystoscopy lists, lithotripsy, urodynamics, video-urodynamics, continence clinics, stoma clinics, bladder instillation treatments, trial without catheter clinics and pre-admission clinics.

Outpatient facilities are provided at the Castle Hill Hospital, Hull Royal Infirmary and East Riding Community Hospital sites. Urology sessions are also provided from a stand-alone Day Surgery unit at Castle Hill Hospital

There are currently eight Consultant Urologists within the department. They work closely as a team with each consultant providing a general adult urology service and having a special interest. The department is a high-volume centre for robotic-assisted radical prostatectomy and robotic-assisted partial nephrectomy, performing over 250 prostatectomy procedures in 2019 with the Da Vinci™ Si system. The Trust has recently acquired a second Da Vinci™ Xi surgical system and has a new, two-theatre, robotic suite for multi-speciality use.

The Department is supported by a strong and dynamic Nurse Practitioner team, consisting of seven nurses, who take a lead in Prostate assessment, Haematuria assessment, Stoma management and bladder installation chemotherapy. Three Specialist nurses work alongside consultant urological surgeons to provide a first rate nurse-led service for continence assessment, support and treatment. They also provide nurse led bladder dysfunction advice, urodynamics and counselling prior to BOTOX, PTNS and SNS.

The Department runs a prostate cancer pathway which incorporates a one-stop TRUS biopsy clinic and nurse-led follow up clinics.

The Department has 3 Nurse Cystoscopists who work alongside the Consultant Urological Surgeons, undertaking 3 check cystoscopy lists each week as well as supporting the one-stop haematuria lists and the 2ww prostate assessment clinic.

There is a Macmillan Urological Cancer Nurse Specialist posts which support the multi-disciplinary Urology team and patients outside of the Department of Urology with Urological cancers. 1 wte MDT co-ordinator is also in post to support and facilitate the work of the Urology MDT.

2.2 Current Staff

Consultant Urologists:

Mr David Almond – special interest upper tract laparoscopy, stones
Mr Sigurd Kraus – special interest female incontinence surgery

Mr Andrew Myatt – special interest laparoscopic & robotic renal surgery, stones
Mr Matthew Simms – special interest pelvic oncology, infertility and robotic surgery
Mr Nick Smith – special interest pelvic oncology and robotic surgery
Mr Marcel Yazbek-Hanna - special interest pelvic oncology and robotic surgery
Mr Fady Youssef – special interest laparoscopic & robotic renal surgery, stones
Mr Bharat Vissamsethi – specialist interest endourology and stones

Junior Medical Staff:
Three SpRs from the Yorkshire rotation
2 Senior Clinical Fellows
Two CT2
Two FY2
One FY1

2.3 This Post

The department is seeking to appoint a 9th Consultant as a substantive appointment. This post is a new post to work within and develop the female and reconstruction sub-speciality within the Department. The post-holder will also provide service in general adult urology and diagnosis to help to deliver the national performance targets for patients with general urological conditions.

The postholder will participate in a 1:9 on call rota for adult Urology.

2.4 Audit

There is an expectation to contribute to national audit programmes. The Department has regular audit meetings and involves junior medical staff and nurses in the process. There is a weekly MDT meeting on Thursday lunchtimes.

2.5 CME/Training

Each Thursday there is a departmental meeting following the MDT meeting to discuss X-rays, Histopathology, Oncology and Journal Club.

3 HULL YORK MEDICAL SCHOOL

Hull York Medical School is a partnership between the Universities of Hull and York and the NHS in North and East Yorkshire, and Northern Lincolnshire. There has been considerable investment in Hull recently including the £28 million Allam Medical campus and has reached national attention with multiple award nominations including the Guardian's University Awards 2018. The school performs well in league tables in recognition of its excellent undergraduate medical curriculum. With a distinctive and innovative approach to training doctors for the health services of the 21st century, HYMS aims to influence positively the recruitment and retention of doctors in the region and the quality of local health services. HYMS offers a five year programme using contemporary

learning and assessment methods in an integrated structure to some 231 students each year. The programme features a modern learning environment and high quality clinical attachment opportunities. There is a strong focus on learning in community settings, including primary care, and on working collaboratively with other health professionals. HYMS received an Athena SWAN Silver award in 2019.

Building upon its excellence in education, HYMS is increasingly recognised for its research as well with 85% of its output deemed as world class or internationally excellent (REF 2014). There has been a recent drive to invest in increased research capability including increased academic appointments in departments with excellent research output; such as Vascular Surgery and the establishment of the Hull Health Trials Unit. Its postgraduate research student population has grown rapidly, with around 90 MD, PhD and MSc by Thesis students registered for HYMS degrees, in addition to the research students based in HYMS Centres following University of York research programmes. HYMS currently offers seven postgraduate taught qualifications – MSc in Clinical Anatomy, MSc in Clinical Anatomy and Education, PGC, PGDip and MSc in Health Professions Education, MSc in Human Anatomy and Evolution and most recently an MSc in Physicians Associate Studies.

4 RELATIONSHIPS WITH OTHER SERVICES

The Department of Urology has excellent working relationships with the Radiology Department. There is good access to Ultrasound, CT and MRI. The Consultant Radiologists provide Trans Rectal Ultrasound service and Interventional Radiology for Upper Urinary Tract problems.

There is an excellent Renal Unit based at Hull Royal Infirmary. Renal transplants are performed in Leeds and therefore the Urology department will only occasionally be involved in post-operative management of these patients. The Trust has a Paediatric Urology Department separate to the adult Urology service.

We have an expanding department of Oncology, led by Professor Lind and Professor Maraveyas. Four consultants have an interest in Urological cancers and provide a comprehensive service.

Hull University Teaching Hospitals Urology department is a major cancer centre for urological tumours. We are a tertiary referral centre for Hull, East Riding of Yorkshire, the East half of North Yorkshire and North Lincolnshire and Goole (NLAG). We have very good relationships with the urology departments of NLAG and York hospitals. The cancer MDTs from York/Scarborough hospitals and NLAG hospitals video conference links to central MDT in Hull, with a Hull pelvic oncology specialist attending the York and NLAG MDT. All Urological tumours are dealt with in Hull with the exception of advanced testicular tumours and penile cancers, which are referred to Leeds

5 WORK PROGRAMME

The timetable is flexible, and can be modified to reflect the special interests and expertise of the appointee. The timetables are changeable during a 9-week rota. All consultant colleagues have capacity within their individual timetables and job plans to work flexibly to backfill direct clinical care activity. Each consultant will operate in main theatre every Saturday 1:9 and will have a day off the following week to reflect this.

6 PROVISIONAL TIMETABLE

6.1 The provisional work programme is as follows (all sessions during the normal working week equate to 1 PA), this is subject to agreed job planning with the Clinical Lead. The post-holder will undertake job planning review with the Clinical Lead within the first 12 months of employment. Job plans are equitable between all the Consultants within the Urology Department in terms of PAs attributed to weekly activity:-

	<i>AM</i>	<i>PM</i>
Monday	Main theatre	Urodynamics
Tuesday	Cystoscopy	Admin
Wednesday	Admin/CME	Clinic
Thursday	Day-case	MDT
Friday	Clinic	Main theatre
Saturday	1:9 Main Theatre	1:9 Main Theatre

The on call currently is a 1:9 weekly rota. During the on call week the Consultant's weekly timetable is reduced with elective activity cancelled in the morning to enable a daily ward round. The on call Consultant provides an acute theatre list and 2PA elective activity in the afternoon.

The majority of Urology out-patient clinics and all elective urological surgery is at the Castle Hill site. In addition, there are urology clinics held at the Hull Royal infirmary and East Ridings Community Hospital sites. The successful candidate may be required to travel to provide out-patient activity at all of these sites.

NB A standard full time Job Plan will contain 10 programmed activities, with 8.5 PA for direct clinic care and 1.5 PA for supporting professional activity. Each PA accounts to 4 hours of work during the normal working week. Saturday theatre lists every eight weeks account for 3PA activity (50% more than the standard working week). Support for elective working at the weekend is the same as a midweek operating list. Any extra programmed activities will be agreed at the job planning process with the Clinical Lead. Any such agreement will be made in writing and the additional programmed activities will be incorporated into the Job Plan schedule.

6.2 Duties other than those clinical duties specified will be in accordance with the Job Plan agreed between the Appointee, the present Consultants and the Chief

Executive. The Job Plan allows time for administration not related to direct clinical care, appraisal, teaching and medical audit. Supporting Professional Activity (SpA) will be 1.5 core SpA which includes a monthly audit meeting. An additional 0.125 SpA will be included for bi-monthly business meeting.

- 6.3 Participation in audit/appraisal and CME is mandatory under clinical governance/GMC guidance.
- 6.4 All consultants may be required to work on any of the Trust's sites and across the seven day period where necessary. There are no off-site duties required for the successful candidate.
- 6.5 Secretarial support and appropriate office accommodation and IT facilities will be provided.
- 6.6 The Urology department can provide an in-house mentorship scheme for the successful candidate within the already established team of surgeons.

The Trust comprises of two main hospital sites and operates Outpatient Clinics from various peripheral sites.

7 THE HOSPITALS

The Trust comprises of two main hospital sites and operates outpatient clinics from various peripheral sites.

Hull Royal Infirmary (709 beds)

This hospital is the major Acute hospital in East Yorkshire It has the only Emergency Department and the following specialities:-

Accident and Emergency Medicine	Vascular Surgery
Acute General Surgery	
Diabetes/Endocrinology	
ENT and Head and Neck Surgery	
Gastroenterology	
General Medicine	
Major Trauma Centre	
Medicine for the Elderly	
Neurology	
Neurophysiology	
Neurosurgery	
Obstetrics and Gynaecology	
Ophthalmology	
Orthopaedics	
Paediatric Medicine	
Paediatric Surgery	
Plastic Surgery	
Renal Medicine	
Rheumatology	

22 bedded Critical Care Unit is in close proximity to the 9 main operating theatre complex.

Castle Hill Hospital (645 beds)

This hospital provides predominantly elective services including:

- Breast Surgery
- Cardiology
- Cardio-Thoracic Surgery
- Colorectal Surgery
- Dermatology
- ENT and Head and Neck Surgery
- Gastroenterology
- General Medicine
- Genito Urinary Medicine
- Haematology
- HPB Surgery
- Infectious Diseases
- Maxillofacial Surgery
- Oncology
- Oral Surgery & Orthodontics
- Orthopaedics
- Plastic Surgery
- Rehabilitation
- Rheumatology
- Thoracic Medicine
- Upper GI Surgery
- Urology Service

A 20 bedded Critical Care Unit is located in the new Cardiac building.

East Riding Community Hospital

Outpatients and minor injuries only. This is a community hospital which currently houses a GP unit, minor injuries and outpatient departments. The X-Ray Department has one general purpose room. Plans are at a developed stage for a new hospital which is to be built on this site

8 PERFORMANCE RATINGS

The Trust was rated as good for safe and effective acute services. The Trust overall rating is 'Requires Improvement' in the Care Quality Commission Quality Report. The Trust has and continues to take positive steps to address the concerns raised.

9 MEDICAL EDUCATION CENTRE / HULL INSTITUTE OF LEARNING AND SIMULATION / SUTURE CENTRE / LIBRARY AND KNOWLEDGE SERVICES

- 9.1 Medical Education at Hull University Teaching Hospitals NHS Trust comprises the Medical Education Centre (MEC) and the Lecture Theatre at Castle Hill Hospital. The department is accessed by all health care professionals and offers a broad range of training and support. The facilities are easily accessible for both internal staff and external visitors due to its ideal location on the Hull Royal Infirmary site. The Medical Education Centre at HRI provides a modern, flexible arena in which professionals can train in a supportive environment. The Centre contains a 190-seat auditorium and three large seminar rooms which are fully equipped with up to date audio visual presentation equipment and dual projection facilities. The Lecture Theatre at Castle Hill Hospital comprises of a 70-seat lecture theatre with modern audio-visual equipment.
- 9.2 The Hull Institute of Learning and Simulation (HILS) is able to offer practical skills rooms including ward areas, operating theatre and simulation suites. Each room has been built with a high level of flexibility and all can be customised to the user's needs. HILS has fast become an established and highly reputable centre of excellence in Clinical Skills training for all healthcare professionals locally, regionally and nationally with state of the art simulation facilities and an active in-situ simulation programme.
- 9.3 In addition, the recently opened Suture Centre based at Suite 22 at Castle Hill Hospital is an ideal training venue for all wet lab and surgical skills training. This facility comprises of 10 surgical stations all with wall mounted monitors, large presentation screen plus a preparation area and procedural simulation room with 24/7 swipe card access.
- 9.4 Library and Knowledge Services provide a highly rated service, with access to over 10,000 texts both online and physically. The refurbished libraries are accessible 24/7 with a swipe card and PCs are available to access online resources. The growing Current Awareness Service delivers monthly updates in a variety of specialties, and experienced staff is on hand to source research and to guide users to the evidence they need. With a 96% score from the latest quality assurance assessment the Library and Knowledge Service team is there to support students and staff at all levels of their career.
- 9.5 Miss Helen Cattermole is the Director of Medical Education for the Trust and is responsible for the education of medical staff and the running of the Medical Education Centre and the Clinical Skills Facility. Dr Makani Purva is Chief Medical Officer and Director of Simulation for the Hull Institute of Learning and Simulation. Dr Marina Flynn is the Deputy Director of Medical Education and Dr Dave Wright is the Deputy Director of Simulation.
- 9.6 There is a commitment within the Trust for Consultant staff to participate in continuing professional development.

10 APPRAISAL/CONTINUOUS PROFESSIONAL DEVELOPMENT

10.1 The Trust is committed to supporting the requirements for continuing education and professional development is laid down by the Royal Colleges. A personal development review will be undertaken by the Clinical Area Lead annually and objectives agreed. Appraisal is carried out according to GMC guidance in preparation for revalidation.

11 OTHER MEDICAL INFORMATION

11.1 Local professional bodies include the Joint Hospitals Medical Staff Committee whose membership comprises of all consultant staff and top-grade scientists; the Hull Medical Society and a branch of the British Medical Association.

12 RESEARCH AND DEVELOPMENT

12.1 There is a Research and Development Facilitator who promotes and facilitates NHS research in the area.

12.2 The Service has an admirable record of research publications and international Presentations, academic staff have attained MD degrees in the last year.

13 RELATIONSHIPS BETWEEN CONSULTANTS, CHIEF EXECUTIVES AND TRUSTS

13.1 The management of hospitals and other health care facilities is the responsibility of Trust Boards discharged through their Chief Executives, who have authority to decide policy commensurate with their responsibility. Consultants have a primary role to provide clinical services to patients referred to them.

13.2 The Consultants have a responsibility to the Chief Executive and a commensurate authority in respect of the reasonable and effective use of such resources and staff as they use and influence. The successful candidate will be expected to operate within the agreed speciality budget and workload target. There is in addition a collective responsibility falling on all Consultants to consult with their colleagues and, hence, to co-ordinate their individual commitments in order to ensure that the particular clinical services with which they are involved operate effectively.

13.3 Each consultant has a specific responsibility to the appropriate Service Line Management for the use of the resources. The Department of Urology is managed within the Surgery Health Group. The Clinical lead for Urology is Mr Nick Smith.

14 LIVING IN HULL

- 14.1 Hull was the UK city of Culture in 2017. This led to a huge investment in tourism and infrastructure in the city and recently Hull was named as one of the best places to live and work in the UK ahead of London, Edinburgh, Liverpool and others, whilst the Sunday Times named Beverley (8 miles away) in the top 10 places to live in the UK.
- 14.2 Hull contains a large range of leisure facilities including “The Deep”; one of the most spectacular aquariums in the world, a £43 million Stadium, a new £36 million 3500 capacity entertainment arena, art galleries, theatres and museums. The £83.6 million Fruit market cultural development next to the Marina has created a new cultural hub of art, music, fine dining and craft beverages.
- 14.3 Hull is a large transportation hub. It is one of the country's main ports with regular passenger ferries to mainland Europe in addition to its own airport and great road and rail links to the capital and the rest of the country. There are 92 direct train services per week to London and regular services to other major centres. The M62 motorway provides fast communications within Yorkshire and links up directly with the A1 and M1 North/South motor routes. Humberside Airport provides a fast and reliable service to several European cities. There is easy access to beautiful countryside, dales, forest, moors and first class coastal resorts.
- 14.4 East Yorkshire has forty miles of spectacular coastline from Spurn Point in the south to Filey Brigg in the north. Spurn Point has the only full-time lifeboat crew in the country and is a bird watchers' paradise. Nearby is Hornsea Mere, a huge freshwater lake and RSPB reserve. Hornsea also has a famous local pottery and an award-winning “Museum of Village Life”.
- 14.5 The City of York, with its Minster and many other attractions, including the Jorvik Centre, can easily be visited in a day.
- 14.6 Both the City of Hull and the nearby market town of Beverley are ancient Boroughs of considerable interest. Hull was very much rebuilt after heavy bombing in World War II and is, therefore, a modern as well as an historic City. There is an attractive Yacht Marina and an international ice rink and there is a good choice of theatre and concert programmes, at the new Arena, the New Theatre, City Hall and Hull Truck Theatre within the city centre.
- 14.7 Beverley has a beautiful medieval Minster, fine Georgian and other period houses and cobbled market square. The restored Dominican Friary, dating from the 14th Century, and nearby racecourse are notable attractions.
- 14.8 The Humber Bridge links the North and South Banks of the Humber, which have a combined population of some 900,000 people.
- 14.9 There are excellent education facilities, both private and state, for school age children and the University of Hull, with a Medical School run jointly with York University (HYMS).

14.10 Housing locally is generally cheaper than in most other parts of the country. There are many villages with good housing/facilities surrounding Hull and within the required travelling time.

15 RESIDENCE

15.1 The post holder must live within 30 minutes travelling time of base hospital.

16 CONDITIONS OF SERVICE

16.1 Any Consultant who is unable, for personal reasons, to work full time will still be eligible to be considered for the post. If such a person is appointed, modification of the job description will be discussed on a personal basis following consultation with colleagues and the Chief Executive.

16.2 Appointment under the Department of Health Flexible Careers Scheme will be in accordance with the provisions of that scheme and the associated guidelines for Trusts (08/05/02).

16.3 It is a legal requirement for all doctors to be on the Specialist Register before they can take up a Consultant appointment

17 TRUST SAFETY POLICIES AND PROCEDURES

17.1 You are responsible for your own health and safety and must co-operate with management to achieve safer work processes and work places, particularly where it can impact on others.

17.2 You are to ensure suitable and sufficient equipment is provided and the adherence to Trust safety policies, to sustain the health and safety of staff, patients and visitors, to areas within your remit.

17.3 You are required to review all risk assessments periodically and particularly when staffing and/or equipment changes, monitoring the effectiveness of any control measures implemented.

17.4 You are to ensure suitable and sufficient equipment is provided to sustain the health and safety of staff, patients and visitors to areas within your remit.

17.5 In addition to the Trust's overall responsibilities under the Health Act Code of Practice for the Prevention of HCAI 2006 for your safety, you have a personal responsibility to ensure that your work adheres to this Code in the delivery of safe patient care within the organisation.

18 EQUAL OPPORTUNITIES

18.1 The Trust is an equal opportunities employer with family friendly working practices available.

19 ACHIEVING A BALANCE

19.1 The Strategic Health Authority is committed to this nationally agreed initiative and will, in accordance with "Plan for Action" be reviewing and adjusting the numbers and disposition of hospital doctors. This will involve an increase in Consultant staff and a reduction in some of the training grade staff. The numbers and grades of junior staff currently supporting this post are, therefore, not guaranteed and may be changed as the plan develops.

20 VISITING ARRANGEMENTS AND EXPENSES

If intending to visit the Trust please use the following contacts:

Chief Executive via Carla Mitchell (Switchboard)

Clinical Lead, Mr Nick Smith, via Wendy Brooksby (01482) 622188

Shortlisted candidates who visit Hull for this purpose, or at the specific request of the Management, will be granted travel and appropriate subsistence expenses on that occasion. In the case of candidates travelling from abroad, travelling expenses are normally paid only from the point of entry into the United Kingdom. It is advised that shortlisted candidates visit the department and meet with the team of consultant urological surgeons especially Mr Nick Smith.

21 PRESENTATION

Shortlisted candidates for Consultant appointments are required to deliver a 10 minute presentation on a given topic as part of the selection process.