



APPOINTMENT OF A LOCUM CONSULTANT UROLOGICAL SURGEON

JOB DESCRIPTION

OCTOBER 2021



INTRODUCTION

We are looking for a Locum Consultant Urological Surgeon with specialist interest in General Urology. You will join the existing six Consultants providing Urology services to the county of Shropshire, Telford and a sizeable part of the adjacent Welsh county of Powys, serving a combined catchment population of approximately 550,000.

THE POST

The successful candidate will join an expert and friendly multidisciplinary team in providing Urology Services for a wide catchment area. The post holder will take part in one in seven on call rota.

There is a well established stone service supported by a dedicated interventional radiologist for percutaneous surgery, flexible video uretero-renoscopes with a stone laser and mobile lithriptor.

This is an additional post to an expanding team and appointment to this post is expected to strengthen and further develop the Urological services in Shropshire, Telford, Wrekin and Mid-Wales. You will have an interest in General Urology. All consultants retain a commitment to provide core urological services and participate in the Urological on-call rota.

The successful candidate 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 Shrewsbury and Telford Hospital NHS Trust is an equal opportunities employer and operates a family friendly policy.

THE DEPARTMENT

The Urology Department is based at The Royal Shrewsbury Hospital (RSH). There are 7 Consultants in the Urology team:

Areas of Specialist Interest:

Naing Lynn	Clinical Lead for Urology, Oncology
Andrew Elves	Clinical Director for Surgical Specialties, Endourology
Praveen Pillai	Endourology and upper tract oncology
Jonathan O'Dair	Endourology and upper tract oncology
Selvan Masilamani	General Urology and endourology
Dionysios Gerorgakopoulos	General Urology

All in-patient and emergency Urological procedures are carried out on the RSH site. Flexible cystoscopy and haematuria clinics and general urological outpatients are conducted on both sites. Urological emergencies except paediatric emergencies are admitted to the RSH site where 24 hour urological cover is provided. When on call, the main emergency site is Royal Shrewsbury Hospital. The post holder is expected to cover paediatric urologic emergencies and Ob/Gy emergencies at Princess Royal Hospital in Telford. There is a middle grade cover at Princess Royal Hospital for paediatric cases.

Trust offers both transrectal and transperineal prostate biopsy with state of the arts fusion biopsy machine.



It is anticipated that out-patient and procedure clinics will expand to outlying Community Hospitals and urology services at Bridgnorth Hospital have been established. A combined Urology and spinal injuries service working through The Robert Jones and Agnes Hunt Hospital in Oswestry is presently in place.

You will be expected to join the current urological cancer multidisciplinary team at Shrewsbury and be an active participant in the Urology SMDT with Royal Stoke Hospital, Stoke-on-Trent.

In addition to 6 existing Consultants, you will be working with a dedicated team of two urological SpRs on rotation from the West Midlands Deanery, two speciality doctors, two CT2's and two FY1's, and five Urology Nurse Specialists working.

OUR SERVICES

Oncology, (radiotherapy and chemotherapy), pathology, colorectal, GI, general and vascular surgery, together with trauma and orthopaedics, maxillo-facial and trauma services are provided at The Royal Shrewsbury Hospital site. Paediatrics, obstetrics and gynaecology are based in Princess Royal Hospital, Telford.

Full medical services are provided on both sites and the renal dialysis unit is based at RSH. ITU and HDU facilities are available on both sites.

The Urology department enjoys the benefit of an excellent Radiology service on both sites. Cross sectional imaging by spiral CT and MRI is available on both sites. A Chemotherapy Day Unit in conjunction with MacMillan Foundation has recently been constructed and is now open at RSH.

CANCER NETWORK

A combined population of 1.8 million continues to be served by the SMDT which includes the Royal Stoke Hospital, Mid Staffordshire General Hospital and the Shrewsbury and Telford NHS Trust.

DUTIES OF THE POST

The post will comprise a mix of outpatient clinics, elective theatre lists, flexible cystoscopy list, TRUS list and attendance at MDT meetings. Emergency work will include urological emergency cover (shared with 6 other consultant urologists), and out-of-hours on-call on a 1 in 7 basis.

PROPOSED JOB PLAN

Normal Week		
Monday	am	OPA PRH
	pm	SPA
Tuesday	am	
	pm	OPA RSH
Wednesday	am	Theatre
	pm	Theatre
Thursday	am	Flexi PRH
	pm	TRUS
Friday	am	Admin
	pm	MDT



On call week on NB call starts on the Friday finishes on the following Friday
8:00 am (1 out of 7 weeks)
UP= unpredictable on call

Monday	am	WR/ Triage/ Telemedicine
	pm	SPA
Tuesday	am	WR/Triage
	pm	On call theatre
Wednesday	am	WR/ Triage
	pm	
Thursday	am	WR/ Triage/ Telemedicine
	pm	SPA
Friday	am	Admin
	pm	MDT*
Sat		Ward round
Sun		Ward round

TEACHING OF TRAINEES AND UNDERGRADUATES

Teaching for the urology CT1 and CT2's is currently undertaken jointly between Shrewsbury and Telford.

Undergraduate teaching is undertaken in conjunction with Keele University Medical School. The Medical School consistently achieves a high rating in the National Student Survey having achieved joint first place from 2014 – 2017, and second place in 2018 and 2019. Students with an interest in urology are encouraged to attend the consultant lists for teaching.

There is a Post Graduate Centre within the hospital with a well stocked library containing periodicals, journals and standard textbooks. The library is open into the evenings, and staffed by full time librarians. All staff have access to computer facilities both here and within their offices in the urology department.

Study leave will be approved in conformity with regional and national policy.

OVERALL RESPONSIBILITY OF THE POST

The Consultant members of the Urology Department are responsible to the Clinical Director for Surgical Specialties, Mr Andrew Elves and the Medical Director, Dr Arne Rose. All Consultants are expected to provide support to the trainees and actively contribute to training and continuity of service at senior level.

SERVICE IMPROVEMENT

If you want to be part of a team, dedicated to giving patients the very best care then come and join the team of Consultants and Doctors at The Shrewsbury and Telford Hospital NHS Trust.

Our team of highly motivated Consultants and Doctors span a vast range of specialties. You will work within a well-supported and multi-disciplined team, ensuring you reach your full potential. Our hospitals are forward looking and well equipped, providing you with the very best environment to work in.



We have been building the foundations of a better future through the work we commenced with Virginia Mason. We have introduced a leadership academy with more opportunities for development so all our leaders support, coach and perform at the highest levels, celebrate the hard work of our

staff and recognise the wonderful improvements that are being made each and every day. This is a vital stepping stone to ensure we are equipped for our better future and realising our vision of providing the safest and kindest care for our patients. Leadership is about supporting teams to be the best they can be. As we move forward together it is vital all our teams understand their important role in delivering this brighter future for everyone.

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 Cardiologists.

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 Physicians 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): £84,860 - £114,003 per annum for 10 Programmed Activities (as of March 2021).

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

Appointments to visit the Trust should be arranged with:

Mr N Lynn, Consultant Urological Surgeon 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 Trust's 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.