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Bwrdd Iechyd Prifysgol
Caerdydd a'r Fro
Cardiff and Vale
University Health Board

Caring for People, Keeping People Well

CLINICAL FELLOW /
CLINICAL RESEARCH FELLOW
IN UROLOGY (Oncology)
(Registrar Level)

JOB DESCRIPTION

Cardiff and Vale University Health Board is the operational name of Cardiff and Vale University Local Health Board.

Bwrdd Iechyd Prifysgol Caerdydd a'r Fro yw enw gweithredol Bwrdd Iechyd Lleol Prifysgol Caerdydd a'r Fro.



CARDIFF AND VALE UNIVERSITY HEALTH BOARD

JOB DESCRIPTION

POST: CLINICAL FELLOW / CLINICAL RESEARCH FELLOW IN UROLOGY
(Registrar Level)

BASE: UHW

1. THE HEALTH BOARD

Cardiff and Vale University Health Board was established in October 2009 and is one of the largest NHS organisations in the UK. We have a responsibility for the promotion of health and well-being of around 472,400 people living in Cardiff and the Vale of Glamorgan, the provision of local primary care services, running of health centres, community health teams, hospitals – providing treatment and care when health and well-being isn't the best it could be.

We are increasingly focussing the planning and delivery of our care based on neighbourhoods and localities to help ensure people receive care as close to home as possible where it is safe and effective to do so. We also provide specialist services for people across South Wales and in some cases the whole of Wales.

The Health Board also serves a wider population of 2.5 million people across South and Mid Wales and manages a number of services of a regional and sub-regional nature namely cardiology, cardiac surgery, PICU, neurology, neurosurgery, medical genetics, bone marrow transplantation, renal transplant and toxicology. On-site services include 24/7 PCI, stroke thrombolysis, ophthalmology, maxillo-facial, trauma, general medicine, general surgery, urology and paediatrics.

Phase II of the Children's Hospital for Wales was completed in 2015 and has seen re-development and consolidation of all paediatric specialities into a dedicated Children's hospital with five theatres, PICU, Medical and Surgical Wards OPD, Radiology and an admission and assessment unit.

We are also a teaching Health Board with close links to Cardiff University which boasts a high profile teaching, research and development role within the UK and abroad; and enjoy strengthened links with the University of South Wales and Cardiff Metropolitan University. Together, we are training the next generation of clinical professionals.

1.1 Values & Behaviours

In 2012, Cardiff and Vale University Health Board undertook a listening exercise entitled 'Picture the Future' in which staff were invited to provide feedback about working within the Health Board. As a result of this feedback, a plan of action was devised - named 'Organising for Excellence' - which aims to secure the kind of future we want to offer to the people we serve.

'Picture the Future' also identified key Values and Behaviours which should underpin the work of its staff in order achieve success for the organisation. These can also be closely aligned with the principles of 'Good Medical Practice' standards as published by the General Medical Council.



Our Values

- **Care** about the people we serve and the people we work with.
- Act with **kindness** – because it costs nothing, and makes all the difference in the world.
- Show **trust** – because our staff have been trained to do their jobs and we work at our best when we feel we are being trusted.
- Take and expect **personal responsibility** – because everyone has a job to do and we are all responsible for doing our jobs as well as we can.
- Be **respectful** – because this is what we want for ourselves.
- Always act with **integrity** – because we build trust and respect if we keep our promises, do what we say we will do, and work as colleagues together.

Our Behaviours

How these values become part of our everyday behaviour:-

- Being enthusiastic and taking responsibility for what we do.
- Doing what we say we will do and being honest with ourselves and others
- Treating people as we would like to be treated, and always with compassion
- Thanking people, celebrating success and, when things go wrong, asking “what can we learn?”
- Looking for feedback on how we’re doing and always striving for better ways of doing things
- Never letting structures get in the way of doing the right thing

The Health Board needs to be sure that the staff they employ have values and behaviours that are aligned with those of the organisation thereby ensuring that appointees will be able to make an ongoing contribution to the positive culture of the organisation and meet the required standards of behaviour to patients, carers and the public and to one another.

It is therefore likely that interviewees will be asked questions which encourage them to talk about themselves and provide insight into their personal values and behaviours.

2. THE HOSPITAL(S)

University Hospital of Wales

In 1971, UHW was officially opened and rapidly established itself as one of the foremost teaching hospitals in the UK and the flagship of Wales.

In addition the hospital manages a number of services of a regional and sub-regional nature, namely Cardiology, Cardiac Surgery, Neurology, Neurosurgery, Medical Genetics, Bone Marrow Transplantation and Renal Transplant. Cardiff University’s School of Medicine is based on the site and consequently the hospital is regarded as the major teaching hospital within Wales. With one or two exceptions the NHS service side is interlinked with professorial departments and both the NHS and School elements are heavily involved in research and development and have gained eminent reputations both nationally and internationally.

The hospital provides for the fullest integration of a 924-bed hospital and medical school in one complex. Three blocks running north south with 6 subsidiary 'link' blocks comprise the main complex. The main building is 10 storeys high with numerous peripheral developments.



Each week the hospital sees around 5,000 outpatients, 500 inpatients and 200 day cases. The Main operating theatre suite is one of the largest in Great Britain with 10 theatres and 12,000 cases per year.

Emergency services are located within state of the art accommodation on the University Hospital of Wales site. It is an extremely busy department with approximately 100,000 attendances per year.

Children's Hospital for Wales

Phase II of the Children's Hospital for Wales was completed in 2015 and has seen re-development and consolidation of all paediatric specialities into a dedicated Children's hospital with five theatres, PICU, Medical and Surgical Wards OPD, Radiology and an admission and assessment unit.

There is a Paediatric Intensive Care Unit led by 7 Paediatric Intensivists and full supporting team. A new dedicated Young Persons (In-patient) Unit is also established at the UHW and a Teenage Cancer Unit opened in 2009.

Llandough Hospital

Llandough Hospital is a Teaching Hospital with 453 beds currently in use. The hospital is situated five miles from the centre of Cardiff and all major specialties are represented providing a range of medical services to the people of Bro Taf particularly but not exclusively to those in the west of Cardiff and the Vale of Glamorgan.

In addition to standard services offered, the hospital also provides specialist services including Mental Health, the Therapeutics & Toxicology Centre and regional poisons unit. The hospital also provides some services not available at the other major site, such as the CF Unit, Diabetic Retinopathy Service and the Sleep Studies Centre.

There is a major academic presence at Llandough Hospital. The Academic Centre houses research laboratories and offices of Professors in Medicine for the Elderly, Clinical Pharmacology, Respiratory Medicine, Community Child Health and Diabetes. The Wound Healing Research Unit, Bone Research Unit and Research Department for Diabetic Medicine incorporating a Clinical Investigation Unit and Bro Taf Diabetic Retinopathy Screening Service are based at Llandough. Considerable undergraduate and postgraduate teaching takes place and a new Postgraduate Centre was opened in 1998.

The Orthopaedic Department has recently expanded to include an Orthopaedic Centre which has four laminar air flow theatres, 15 short stay beds, 4 day case beds and an outpatient department which incorporates an MRI scanner.

3. THE POST

3.1 Responsible to: All consultants

3.2 Names of Senior and Consultant members of the Department

Mr S Datta	Consultant Urological Surgeon
Mr O Hughes	Consultant Urological Surgeon
Mr H Joshi	Consultant Urological Surgeon
Mr R Coulthard	Consultant Urological Surgeon



Mr K Narahari	Consultant Urological Surgeon
Mr O Tatarov	Consultant Urological Surgeon
Mr J Featherstone	Consultant Urological Surgeon & Clinical Director
Mr H Abdelmoteleb	Consultant Urological Surgeon
Miss H Wells	Consultant Urological Surgeon
Miss T Kuusk	Consultant Urological Surgeon

3.3 Other Medical / Urological Staff in the Department

Subspecialist Oncology Fellow	1	
Specialist Registrars	5	
Clinical Fellow / Research Fellow	2	(One is this post)

Ceri Morris, Lead Uro-Oncology Clinical Nurse Specialist, Interim Outpatient Clinic Manager
Julia Birkett, Deputy Out-patient Clinic Manager
Kay Tonge, Nurse Practitioner
Jo Davies, Nurse Practitioner

3.4 Other Relevant Staff

Tesni Fox, Urology Speciality Manager
Emma Thomas, Lead Nurse

4. THE WORK OF THE DEPARTMENT

- 4.1 The work of the department is currently based at University Hospital of Wales (UHW) with elective surgery performed through the Protected Elective Surgical Unit (PESU) with in-patient beds located on wards A5, A2 and the Short Stay Surgical Unit (SSSU). There are two dedicated urology operating theatres in the Short Stay Surgery Unit with operating sessions running every week-day. There is a Da Vinci Xi Robot situated within the Short Stay Surgical Unit. The urology operating theatre has its own dedicated laparoscopic stack system with both single and triple chip cameras and digital recording facilities. There is live link technology in place at the Welsh Institute of Minimal Access Therapy (WIMAT) within the UHW campus. The urology theatre also has its own 100W Holmium laser.

Emergency urology patients are seen through a designated surgical Same Day Emergency Care (sSDEC) unit with inpatient beds on B6 ward.

Urology outpatient services are based in a dedicated Urology Diagnostic and Treatment Centre (UDTC; Suite 18), which houses facilities for outpatient clinics, flexible cystoscopy lists, ultrasound guided prostate biopsies, shock wave lithotripsy and urodynamics.

- 4.2 Specialist surgery currently carried out within the department includes:

- Robot-assisted laparoscopic prostatectomy and partial nephrectomy
- Laparoscopic nephrectomy and pyeloplasty
- Percutaneous nephrolithotomy and flexible uretero-renaloscopic stone surgery
- Holmium laser enucleation of the prostate
- Cystectomy and orthotopic bladder reconstruction for bladder cancer
- Surgery for renal tumours involving the inferior vena cava using cardio-pulmonary bypass
- Retroperitoneal surgery for advanced testicular cancer
- Reconstructive urology



- 4.3 There is also a satellite service provided to the Spinal Surgery and Rehabilitation Unit at Llandough Hospital.

5 Administrative Responsibilities

- 5.1 You will be responsible for undertaking the administrative duties associated with the care of patients and the administration of the department.
- 5.2 All employees have an individual responsibility to adhere to the Infection Control Policy and to protect themselves, the patient, visitors and colleagues from the risk of infection. The individual responsibility will include the requirement to attend training at intervals determined by the UHB and understand Infection Control issues as they pertain to their workplace. They will report any identified infection risk and take necessary precautions / actions to prevent transmission.
- 5.3 Under the provisions of the Data Protection Act 1998 it is the responsibility of each member of staff to ensure that all personal data (information that is capable of identifying a living individual) relating to patients, staff and others to which they have access to in the course of employment is regarded as strictly confidential. Staff must refer to the UHB's Data Protection Policy (available via UHB intranet) regarding their responsibilities.
- 5.4 Travel as necessary between hospitals/clinics will be required but a planned and cost effective approach will be expected.
- 5.5 You may have some input into the postgraduate teaching programme.

6. DUTIES

The post will involve clinical sessions and designated research / audit sessions. Depending upon the aspirations of the candidate, there will be 6 clinical sessions and a 1:8 on call rota with other Specialist Registrars and research fellows. There will be opportunities to undertake formal clinical research with the participation in the national portfolio research studies as well as formal educational research activities and training of the junior doctors and medical students. There will be option to undertake a research project leading to qualification equivalent of PG cert/Diploma or MSc.

This post is aims to provide training and development of a research portfolio appropriate to the aspirations of the candidate. The timetable can be tailored as required, to optimise the candidates' chance of success at national selection for Specialty training (ST3).

6.1 PROVISIONAL WORK PROGRAMME

Monday am	X-ray meeting Outpatient clinic 1:2 Research / Audit / Admin 1:2
Monday pm	Research / Audit / Admin
Tuesday am	Oncology Clinic
Tuesday pm	Pre-admission Clinic
Wednesday am	SSSU Theatre 1:2 TRUS Biopsy list 1:2
Wednesday pm	SSSU Theatre
Thursday am	SSSU Theatre
Thursday pm	Outpatient clinic 1:2 Afternoon off (Post on-call) 1:2
Friday am	Flexible Cystoscopy List 1:2



Research / Audit / Admin 1:2
MDT meeting
Friday pm Research / Audit / Admin

This work programme is representative and can be adjusted once in post to meet the training needs and wishes of the successful applicant.

6.2 Research & Audit

The Clinical Research Fellow will be expected to undertake science projects in the field of Oncology and participate in the research in the Department of Urology under the supervision of the Oncology team. If the candidate is interested in research they can be registered for a higher degree. Similarly, there will be opportunities to undertake structured audit work. It is expected that both clinical, research and audit work will enhance the candidate's portfolio to facilitate success at national selection.

7. WORKING PATTERN INCLUDING OUT-OF HOURS COMMITMENT

All Junior Doctor posts in the UHB are compliant with the New Deal and the European Working Time Directive. You will be advised of the working pattern for this post prior to taking up your appointment.

University Hospital Llandough and University Hospital of Wales operate a 'Hospital at Night' rota and you will be advised of your requirement to participate in this rota prior to your commencement in the post.

8. TEACHING

The successful applicant will be expected to partake in the teaching commitments of the Urology Department, including teaching of undergraduates, nursing staff and postgraduate trainees.

9. CONTINUING EDUCATION

Access is available to the Cardiff University Medical Library which provides excellent facilities.

10. FACILITIES FOR STUDY LEAVE

Time off for study leave may be granted for education purposes to attend courses at the discretion of the Clinical Director, provided the clinical service is covered and must be planned well in advance. At least six weeks' notice is required. A Study Leave Approval Form must be completed and authorised by the Consultant and Clinical Director.

This post does not attract postgraduate financial support.

11. LEAVE

Clinical Fellows are entitled to 5 weeks annual leave per annum (rising to 6 weeks per annum upon reaching the third incremental point of the MN37 pay scale). Applications for annual leave must be signed by the Clinical Director 6 weeks in advance of leave to be taken. It must also take into account colleagues' leave so as to enable adequate clinical cover to be maintained.

12. MAIN CONDITIONS OF SERVICE



- 12.1 The post is covered by the terms and conditions of service, including pay, which apply to medical and dental staff employed in Wales as amended from time to time. Details of these may be obtained from the Medical/Dental Workforce Department.
- 12.2 **The normal working pattern week is 40 hours. A maximum working week of 48 hours will be required where out-of-hours working is included to ensure that the post is compliant with the European Working Time Directive.**
- 12.3 The Specialty Registrar salary scale MN37 will apply to this post.
- 12.4 **On-call one in eight** (Registrar on-call rota).
- 12.5 The appointment is designated as non-resident but you are required to be resident during your rostered working hours.
- 12.6 **The appointee accepts that they will also perform duties in occasional emergencies and unforeseen circumstances at the request of the appropriate Consultant, in consultation with his colleagues both junior and senior.**
- 12.7 Applications for annual leave must be submitted in writing to the rota co-ordinator at least six weeks before leave is taken. It must also be requested having first taken into account your colleagues leave so as to enable adequate clinical cover to be maintained.

13. JOB LIMITATION

At no time should you work at a level exceeding your competence. All medical staff therefore have a responsibility to inform those supervising their duties if they have any concerns regarding this or if they feel that they are not competent to perform a particular duty.

14. CONDITIONS OF APPOINTMENT

- a) The completion of a satisfactory health declaration questionnaire and screening is a condition of the appointment. The post holder must comply with the UK Health Department guidance on "Protecting Health Care Workers and Patients from Hepatitis B" (PSM(93)12) as implemented by the UHB.
- b) Because of the nature of the work of this post it is exempt from the provision of Section 4 (2) of the Rehabilitation of the Offenders Act 1974 (Exemption Order 1975). Applicants are therefore not entitled to withhold information about convictions of the Act. In the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action. Any information given will be completely confidential and will be, considered only in relation to an application to which the order applies.'
- c) The UHB will require the successful candidate to have and maintain full registration with a licence to practise with the General Medical Council throughout the duration of this contract.
- d) You are normally covered by the NHS Hospital and Community Health Services indemnity against claims of medical negligence. However, in certain circumstances (e.g. in service for which you receive a separate fee or in an emergency situation outside of work) you may not be covered by the indemnity. The Health Departments, therefore, strongly advise that you maintain membership of your medical defence organisation.



e) **The Ionising Radiation (Medical Exposure) Regulations 2000**

The Ionising Radiation (Medical Exposure) Regulations 2000 impose a legal responsibility on Health Boards for all staff who refer patients for medical radiation exposure such as diagnostic x-rays to supply sufficient data to enable those considering the request to decide whether the procedure is justified.

f) Cardiff and Vale UHB operates a No Smoking Policy within the Health Board.

g) Reimbursement of removal and associated expenses will only be offered in exceptional circumstances following consideration and agreement by the Medical Director and in accordance with the UHB policy for doctors in the training grades.

h) The UHB is contractually obliged to monitor junior doctors' New Deal compliance and the application of the banding system, through robust local monitoring arrangements supported by national guidance. You are contractually obliged to co-operate with those monitoring arrangements.

i) **Appraisal / Revalidation**

All licensed doctors / dentists who are registered with the General Medical Council are required to 'revalidate' every five years in order to maintain their licence to practise. To inform this process, it is important that GMC licensed doctors / dentists participate in the UHB's annual appraisal reviews which are based on the General Medical Council's 'Good Medical Practice' principles and include a Patient and Peer Multi-Source Feedback process.

14. DISCLOSURE OF CRIMINAL BACKGROUND OF THOSE WITH ACCESS TO PATIENTS

It is the policy of this UHB that, in accordance with the appropriate legislation, pre-employment Disclosure Checks are undertaken on all newly appointed Doctors and Dentists. The Disclosure & Barring Service is authorised to disclose, in confidence to the UHB, details of any criminal record, including unspent and spent convictions, cautions, reprimands and final warnings.

Applicants being considered for this post must provide this information on the application form before they can be considered.

Any information disclosed will be treated in the strictest confidence and all circumstances will be taken into account before any decision is reached. The successful applicant will be required to complete a DBS Disclosure Check application form and to provide the appropriate documentation. Applicants should be aware that a refusal to comply with this procedure may prevent further consideration for the post.

15. OTHER FACILITIES

Cardiff, the City and the Capital of Wales, has a typical air of a cosmopolitan city, being the administrative, business, cultural and education centre for Wales. Cardiff has much to offer, modern shopping centres, Edwardian arcades with exclusive boutiques and a large indoor market.

Cardiff Castle sits in the middle of the city along with impressive buildings such as the City Hall and the National Museum of Wales. For entertainment, Cardiff has many venues - the Millennium Centre, Motorpoint Arena and St David's Hall for world class concerts, the



New Theatre and Sherman Theatre, large cinema complexes as well as Chapter Arts Centre.

The city also contains the Welsh National Ice Rink and the National Sports Centre and the Principality Rugby Stadium. The development of some 2,700 acres of Cardiff Bay has created a 500 acre lake, 8 miles of waterfront and a new commercial and leisure environment. The Vale of Glamorgan stretches to the coast and is dotted with small country villages. Situated in the Vale are the picturesque beaches of Southerndown and Llantwit Major. Within an hour from Cardiff is varied countryside - the Brecon Beacons and the Wye Valley.

Night Life

Restaurants in Cardiff are excellent and there is a wide choice of nightclubs, discos, a jazz centre and bars.

Clubs - All staff within the UHB are eligible for membership of the University of Wales Hospital Sports and Social Club which includes facilities for squash, badminton, swimming etc, a sauna and jacuzzi together with a large social club.

Car Parking - There are parking facilities at all the hospitals in the UHB.

Shopping - Adequate shopping facilities within a convenient distance of all hospitals.

Transport - All Hospitals are on regular bus routes with rail stations nearby.

16. BASIS OF APPOINTMENT

This post is available from 7th August 2024.

Clinical Fellow and Clinical Research Fellow appointments are not educationally approved for training purposes and do not therefore attract a National Training Number. Posts do however offer the post holder excellent specialty experience within a university teaching hospital setting.

In accordance with Health Board principles regarding Clinical Fellow appointments, posts are offered for a period of 12 months in the first instance, but may be extendable up to a maximum of 24 months by mutual agreement.

17. DETAILS OF ARRANGEMENTS FOR APPLICANTS VISITING HOSPITAL

Candidates wishing to enquire about this post or visit the hospital are encouraged to contact:

Mr Jon Featherstone, Clinical Director and Consultant Urological Surgeon, Urology Department, University Hospital of Wales, Heath Park, Cardiff.
Tel: 02921 841929; Email: Jon.Featherstone@wales.nhs.uk

CARDIFF AND VALE UNIVERSITY LOCAL HEALTH BOARD

Person Specification Form Requirements of Applicants

GRADE: Clinical Fellow / Clinical Research Fellow	SPECIALTY: Urology
HOSPITAL: UHW	

REQUIREMENTS	ESSENTIAL	DESIRABLE
QUALIFICATIONS	<ul style="list-style-type: none"> MRCS or equivalent Current GMC certificate with a licence to practise Training in Radiation Protection or agreement to attend next available course 	<ul style="list-style-type: none"> Intercalated Degree Academic Excellence (Prizes, merits, distinctions etc.,)
PREVIOUS EXPERIENCE	<ul style="list-style-type: none"> Previous experience of working in a Urology Department (minimum of 6 months) 	<ul style="list-style-type: none"> Experience of dealing with Urological emergencies
SKILLS, KNOWLEDGE, ABILITIES	<ul style="list-style-type: none"> Demonstrable skills in written and spoken English adequate to enable effective communication about medical topics with patients and colleagues Up to date with current medical practices 	<ul style="list-style-type: none"> Audit Teaching
ATTITUDE, APTITUDES, PERSONAL CHARACTERISTICS	<ul style="list-style-type: none"> Motivated and efficient Able to relate to patients, staff and medical colleagues Flexible, caring and hardworking Ability to work as part of a team 	
ADDITIONAL CLINICAL EXPERIENCE		
SPECIAL INTERESTS		
OTHER REQUIREMENTS e.g. On-call duty	<ul style="list-style-type: none"> Satisfactory immigration status for length of contract Satisfactory Health Clearance Satisfactory DBS Clearance 	