

## UROLOGY CLINICAL DIRECTORATE

### JOB DESCRIPTION FOR THE POST OF CONSULTANT IN UROLOGY

#### APPOINTMENT

The post is for a full time 10 PA (programmed activity) Consultant Urologist trained robotic surgeon, based at Lincoln County Hospital with 2 theatre sessions. The post holder will share on call and MDT responsibilities with Lincolnshire colleagues.

There is an unprecedented quality, efficiency and productivity challenge to the NHS as a result of public expenditure reductions. This called for a radical re-evaluation of all aspects of the work of NHS organisations.

The Trust recognises the opportunities this presents for creating new delivery models for clinical services.

**Our robotic program:** In February 2022 a new robotic service was successfully implemented, exceeding the set standards described in the original business case. At two years from implementation, more than 540 robotic urological and colorectal procedures were successfully delivered with our DaVinci Xi robot. Recently, Family Health Division joined our robotic program by performing the first gynaecological robotic procedures. The robotic team is steadily expanding and preparing in a structured way for the next steps, in view of the eminent acquisition of a second robot. There is an ambition to expand the type of procedures currently being offered with robot assisted approach.

There is similarly ongoing work from the Urology department, to develop other services, such as the stone and BPH service. A business case for a “Rezüm” BPH surgical management is steadily going ahead. The laser utilised at Pilgrim for stone surgery is being replaced with a new more powerful, state of the art laser device. Preliminary steps are being taken for the acquisition of a powerful laser and the necessary equipment to support a novel HOLEP program at Grantham Hospital.

Since 2016 the Trust has been maintaining a good partnership with University Hospitals of Leicester, in the form of The East Mercia Alliance.

The East Mercia Alliance is a partnership working group between United Lincolnshire Hospitals NHS Trust and University Hospitals of Leicester that is beneficial to both parties. The alliance is driven by the need for collaboration to work jointly to develop new pathways to support robotic surgery for patients requiring intervention for treatment of urological cancer.

The Urology Alliance provides a strengthened partnership working for:

- The transfer of complex urological cancer patients between the partners in order to offer a full range of appropriate treatment including pelvic cancer surgery and reconstruction procedures.
- The transfer in of selected patients to ULHT (e.g. Brachytherapy and non-cancer patients);
- Joint training, audit, research and development opportunities;
- Development of shared care pathways and protocols
- Joint specialist MDT

## **UNITED LINCOLNSHIRE HOSPITALS NHS TRUST**

The United Lincolnshire Hospitals NHS Trust (ULHT) is a large acute NHS Trust responsible for a comprehensive range of health services within Lincolnshire and also provides some services to neighbouring authorities. ULHT has 3 main inpatient sites at Boston, Grantham and Lincoln, with outpatients being undertaken at a further four Community hospitals within the county. The combined revenues of the Trust are in the region of £680 million with 8,400 highly trained staff and volunteers. ULHT is made up of 4 main hospital sites, Lincoln County Hospital, Pilgrim Hospital, Louth County Hospital and Grantham and District Hospital.

The Trust's management structure is based on 4 Divisions that span the Trust. The 4 Divisions are as follows: Medicine, Surgery, Clinical Support Services, and Women and Children's. Each Division is led by a Clinical Director. The Directorates are managed Trust Wide.

## **LINCOLNSHIRE**

Lincolnshire is highly rated for education, from nursery through to secondary school, and has a growing university culture. South Lincolnshire has retained the grammar school system, and has a reputation for providing excellent state school education.

There are many places of interest to visit in Lincolnshire, including motor racing at Cadwell Park, lakes for sailing, some of the best coarse fishing in the country and horse racing at Market Rasen. There are a number of historic architectural gems including Lincoln Cathedral, Lincoln Castle, Tattershall Castle, Belton House, Belvoir Castle, and the Boston Stump.

## **LINCOLN COUNTY HOSPITAL**

Lincoln County Hospital is situated in the uphill area of the city close to the Cathedral. It is a large purpose built modern District General Hospital, which provides a wide range of specialist clinical services to a catchment population of 450,000. It is part of, and the largest hospital within, the United Lincolnshire Hospitals Trust. It has a bed complement of 705 beds.

An extensive range of services are provided including General Surgery, Orthopaedics, ENT, Ophthalmology, Maxillofacial, Dental, Obstetrics, Women's and Children's and Oncology. In addition General Medicine and a wide range of Medical subspecialty services are provided including Coronary Care, Renal Dialysis and Support units.

The hospital has close links with Nottingham and Leicester Medical schools providing undergraduate and postgraduate medical education. It has a vibrant postgraduate medical centre providing state of the art IT and educational facilities with an active postgraduate medical education programme. The University of Nottingham has now embarked on an exciting collaboration with the University of Lincoln to offer first class medical education in Lincolnshire. This will engage the candidate in the role of clinical teacher for medical students attending Lincoln County Hospital. Starting from 2022 ULHT is a teaching Trust for the Lincoln University medical students. The future direction is for the Trust to become a University Trust.

The Intensive Care Unit is part of the Mid-Trent Intensive Care Network and is well equipped and staffed providing a full range of Intensive Care therapies. The Day Care unit is integral to the hospital. Recent developments include an Oncology and Brachytherapy Unit and a combined Medical & Surgical Emergency Admissions Unit. A new Stroke and Rehabilitation Unit opened last year. There is a busy Accident and Emergency Department.

Diagnostic facilities are comprehensive and the large Radiology Department has sophisticated x-ray facilities with modern CT and MRI scanners and investigative radiology services provided. There is also a fully developed Medical Physics Unit and Cardiac Catheterisation Laboratory.

The Maternity Service is housed in a separate wing and has Ante and Post Natal beds, as well as a recently renovated patient care and comfort oriented delivery suite. There is a well-equipped modern Special Care Baby Unit.

A full range of supportive services are provided. The hospital is a lively forward looking workplace with a strong identity and held in high regard within its community. It prides itself on providing a high standard of care and attention to the needs of patients and their families. Staff are well motivated and highly valued by management. Management encourage and support the professional development of staff. Medical and nursing staff are actively represented in management throughout the organisation. Clinical Governance, Clinical Effectiveness, Clinical Audit and Risk Management are actively supported by management.

## THE UROLOGY DEPARTMENT

The Urology Department sits within the Division of Surgery which provides a wide range of surgical services including:

- Theatres, Anaesthetics, Critical Care and Pain
- Urology
- General Surgery and Vascular
- Trauma and Orthopaedics
- Head and Neck
- Ophthalmology

The Divisions are run by Clinical Directors for each speciality. Mr J Phull - Surgery; Dr Joachim - Family Health; Dr Srinivasan - Medicine and Prof Rinaldi - CSS.

The Urology department provides a wide range of urological services including:

- Robotic Surgery for Prostate and renal cancer
- Complex upper urinary tract open/robotic surgery, Full range of stone surgery, including PCNL, recently added new Holmium laser unit for the upper tract Endo-urology
- Full range of incontinence services, Nurse led erectile dysfunction clinics
- A dedicated Urology investigations suite offering a full range of diagnostic facilities.

Urology is a large, Trust-wide department catering for the needs of patients in this large geographical county. The sister units are based at Lincoln and Pilgrim (Boston) with their own catchment area for the purpose of seamless delivery of service: There is an additional inpatient urology facility on the Grantham site, with outpatient, diagnostic and day cases also cared for on the Louth site. Outreach clinics provide locally based outpatient services in Gainsborough and Spalding. The team provides site cover for both Lincoln and Boston daily (including Weekend) with our main On Call hub permanently sitting at Lincoln. The department boasts a strong team of specialist nurses, led by a nurse consultant.

Since August 2021 the Urology team at ULHT an innovative and nationally unique on-call model, which is centralised at Lincoln County Hospital, and structured on three tiers. The first responder role is supported by Urology ACPs/CT doctors, whilst the second and third responder roles are supported by middle-grade and consultant members.

The urology department and the University Hospitals of Leicester (UHL), our partner organisation, currently provides all urological activity – including all sub-specialties - for Leicester, Leicestershire and Rutland, and is a tertiary referral centre for cancer,

andrology, stones and female urology. They now have their on-site lithotripter which will shortly be delivering emergency stone treatment 5 days per week.

## THE UROLOGY STAFF

### Lincoln:

Mr Aris Alevizopoulos	Consultant Robotic Urological Surgeon - Robotic Surgery Lead and Clinical Lead for ULHT Urology
Mr J Phull	Consultant Robotic Urological Surgeon - Divisional Clinical Director for Surgery at ULHT
Mr H Varadaraj	Consultant Robotic Urological Surgeon - MDT Lead
Mr A Jain	Locum Consultant Urologist
<b>This Post</b>	Vacant Consultant Robotic Urological Surgeon
Mr S Murali	Associate Specialist - Stone MDT Lead
Miss McKenzie	Specialty Doctor- Educational Lead for ULHT
Mr Ahmed	Specialty Doctor
Mr T Mohamed	Specialty Doctor
Mr H Shahzaib	Specialty Doctor
Training post	ST3+ Specialist Trainee (East Midlands annual rotation)

### Boston:

Mr K Madhavan	Consultant Urologist
Mr M A Yousuff	Consultant Urologist
Mr S Ahmad	Consultant Urologist
Mr O Muoka	Locum Consultant Urologist
Mr H Shahrafzadeh	Specialty Doctor
Mr S Nikoghosyan	Specialty Doctor
Mr K Farag	Specialty Doctor
Mr M Alabd	Specialty Doctor

### Grantham:

Mr K Bonev	Consultant Urologist
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Team of 5 CT doctors

### Louth:

Mr I Chukov	Specialty Doctor
Mrs Zina Bojin	Nurse Consultant



## **CLINICAL DUTIES, ADMINISTRATION, RESPONSIBILITIES AND MANAGEMENT**

The Lincoln based urology team is looking forward to welcome an enthusiastic colleague, who would support a dynamic team of robotic surgeons,. The Appointee will be expected to have a subspecialist training in pelvic/upper tract robotic surgery. Further support can be provided in order for the appointee to develop their subspecialist's skills. The appointee will also be expected, in conjunction with their colleagues, to provide a comprehensive Urology service at Lincoln County Hospital. The post holder would not be expected to undertake elective paediatric lists. However, this is subject to negotiation, based on their individual expertise and interest in paediatric surgery.

The Appointee will have two outpatient clinics and an all-day operating robotic list once a week at Lincoln County Hospital, and a further core/endourology operating list once every 3 weeks at Grantham Hospital.

The appointee will take part in the 1:10 Urology consultant on-call rota for emergency duties at Lincoln County Hospital and provide, on a reciprocal basis, emergency cover for colleagues during periods of absence.

The appointee will be required to play an active part in the robust clinical audit programme in operation within the Department and to take part in regional and national audits. He/she will also be required to report all critical incidents and expected to attend regularly Clinical Audit, Critical Incident Reporting, Morbidity & Mortality and Departmental Team meetings.

The appointee will be expected to undertake clinical supervision of medical students and core or specialty trainees including workplace assessment, feedback and communication with educational supervisors as appropriate.

The appointee will have continuing responsibility for patients in his / her care and for the proper functioning of the department. Involvement in research, where appropriate, is encouraged.

The appointee will be encouraged to participate in management duties within the Department and the organisation.

### **THE POST, JOB PLAN AND APPRAISAL**

Our Local Negotiating Committee have agreed with the Trust a basic 1.5 SPA contract for all employees to include 1.0 SPA for core activities, personal administration, job planning, appraisal, attending audit meetings and mandatory training & 0.5 SPA for attending department meetings, audit and grand rounds etc).

Additional supporting professional activity over and above the basic 1.5 SPA may be agreed at job-planning and by agreement with the CD/ Deputy CD dependent on departmental requirements.

The SPA allocation for this post will be reviewed by the departmental clinical management team in conjunction with the appointee within 12 months of appointment.

This post will be supported by the appropriate clinical, administrative and secretarial allocation and office accommodation will be provided.

## **CONTINUING PROFESSIONAL DEVELOPMENT**

The Trust supports the requirements for continuing professional development as laid down by the Royal College of Surgeons and is committed to providing time and financial support for these activities.. The Trust has the required arrangements in place to ensure that all surgeons have an annual appraisal with a trained appraiser and supports surgeons going through the revalidation process. On appointment the Trust will offer a mentor to support the appointee to settle into this new post. The Trust is committed to ensuring that there is equity within the department and that all staff are treated and supported equally.

## **CLINICAL AUDIT**

An active audit Programme exists within the Trust and within the Department of Surgery. The post holder is expected to carry out audit and participate in the programme. Audit is supported by a Clinical Effectiveness Unit.

## **CLINICAL GOVERNANCE**

The Trust has developed a Clinical Governance Strategy which seeks to deliver the Quality agenda. The post holder is expected to work within this framework and contribute to its continued development. This includes a mentorship programme for newly appointed Consultants.

The appointee will be expected to participate in quality improvement programmes and will be given the support to do so. The department is keen to support the successful candidate in developing sub-speciality interest clinics including multidisciplinary insulin pump.

Travel to peripheral clinics are counted as (Direct Clinical Care). Opportunities abound to increase the amount of SPA time in the job plan by taking on Educational Supervision roles or other suitable positions within the Directorates.

## **MAIN CONDITIONS OF EMPLOYMENT**

The post will be offered on the New Consultant Contract.



The terms and conditions of employment will be determined by the United Lincolnshire Hospitals NHS Trust terms and conditions of employment. These are generally in line with the provisions of the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales) and General Whitley Council Terms and Conditions of Service, and is amended from time to time. Copies of these can be seen in the Personnel Department.

The post holder shall have occupational health clearance arranged by the Trust before taking up employment.

### **ANNUAL LEAVE**

The post-holder will be entitled to 32 days annual leave per year. After 7 years' service 3 additional days are awarded.

The Trust Policy requires at least 6 weeks' notice for annual leave to be authorised.

### **STUDY LEAVE**

A maximum of 30 days study leave with pay and expenses can be taken over a 3 year period, or 10 days each year.

### **RESIDENCE**

The person appointed will be required to maintain his/her private residence in contact with the public telephone service and reside within reasonable access bearing in mind the duties of the post. The Trust requires the successful candidate live within a distance of 10 miles by road or 30 minutes travelling time from Lincoln County Hospital.

### **RELOCATION EXPENSES**

Relocation expenses will be payable to the successful candidate in accordance with the Trust policy on relocation.

### **HEALTH AND SAFETY**

The United Lincolnshire Hospitals NHS Trust recognises its duties under the Health and Safety at Work Act 1974 to ensure, as far as is reasonably practicable, the health, safety and welfare at work of all its employees. In addition the business of the Trust shall be conducted so as to ensure those patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to the Trust premises and facilities are not exposed to risk to their health and safety.

All Medical and Dental staff under contract to the United Lincolnshire Hospitals NHS Trust will be expected to comply with the Trust Health and Safety Policies.

## JOB PLAN AND APPRAISAL

There will be an annual job plan review conducted by the Clinical Director or Deputy Director and Directorate Manager. Due to the changing service needs in the department, all job plans are reviewed regularly and changes made by agreement as required. 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 the doctor going through the revalidation process.

## RESEARCH

There are opportunities for clinical research. The Trust has developed good links with the Institute of Health Studies at Lincoln University and there is ample scope for research and further study.

## Further Information

Potential applicants are invited to contact the following key staff for further information or to arrange an informal visit. Shortlisted candidates are expected to visit the hospital.

## CONTACT DETAILS

Mr Aris Alevizopoulos, Clinical Lead for Urology - 01522 512512 (Through switchboard)  
 Aristeidis.Alevizopoulos@ulh.nhs.uk

### Proposed Job plan for this post(subject to discussion with appointee)

Day	Time	Work	Categorisation
Monday		Core SPA	DCC
Tuesday	09:00 – 13:00 14:00 – 18:00	Outpatients Clinic alt weeks Admin	DCC
Wednesday	09:00 – 13:00 13:30 – 17:00	Lincoln Outpatients Clinic All Day	DCC
Thursday	08:00 – 18:00	Grantham Theatre All Day- 1:3 rotation Urology MDT 2:3	DCC

<b>Friday</b>	<b>08:00 – 18:00</b>	<b>Lincoln Robotic theatre</b>	<b>DCC</b>
<b>At a variable time</b>		<b>Admin and SPA</b>	<b>SPA</b>
<b>Out of hours</b>	<b>On-Call</b>	<b>Variable frequency</b>	<b>DCC</b>
<b>TOTAL</b>			<b>10.57 PA's</b>

## ON CALL COMMITMENT

Current on-call availability on a 1 in 10 rota attracts a 3% supplement and represents 1.5PA of predictable work and 0.6PA unpredictable. The post holder may provide on call cover from their residential address which should be within a 30 minute radius of their Hospital base.

The job plan is expected to be 10 PA however any additional activities will be negotiated and added to the job plan appropriately.

An illustrative job plan is shown above, however the finalised job plan will be by agreement with the successful candidate and Clinical Lead. There is no requirement for regular weekend working outside the on call system. There are additional activities available within the department for which additional SPA time would be allocated.

Such activities may include:

- Clinical supervisor
- Clinical lead
- Clinical Tutor
- Directorate Governance lead
- Audit lead
- Appraiser
- Lead for medical student teaching
- MDT Cancer lead
- Stone MDT Lead
- Research Lead

Due to the changing service needs in the department, all job plans are reviewed regularly and changes made by agreement as required.

United Lincolnshire Hospitals Trust is committed to safeguarding and promoting the welfare of children, young people and adults, both as service users and visitors to Trust premises. The post holder is expected to manage paediatric emergencies, as per the agreed ULHT policy for children aged 5 or above. All staff have a responsibility to safeguard and promote the welfare of children and adults. The post holder, in conjunction with their line manager, will be responsible for ensuring they undertake the

appropriate level of training relevant to their individual role and responsibilities and that they are aware of, and work within, the safeguarding policies of the Trust.

The post holder is expected to treat patients, service users and carers with courtesy, care and compassion at all times, treating each person as an individual by offering a personalised service. Trust staff will adopt behaviours and attitudes which promote, supports and respects privacy and dignity in accordance with the Trust Dignity policies and dignity in care pledges. Staff are expected to challenge poor practice in relation to dignity and treat each other with respect.

United Lincolnshire Hospitals Trust is committed to providing consistently excellent and safe patient-centred care for the people of Lincolnshire, through highly skilled, committed and compassionate staff working together. We do this by putting our patients at the centre of all that we do and providing the best quality care with passion and pride. We have a set of values that inform every action we take and every decision we make. They are the foundation of what United Lincolnshire Hospitals NHS Trust stands for, and encompass a desire in all of us to provide the highest quality of care to patients and each other.

All staff are required to advocate, champion and demonstrate the values and behaviours listed below:

### **Attitudes and Values**

<b>Patient centred</b>	I am fully committed to providing the very highest standards of care to our patients
<b>Safety</b>	I do everything I can to keep my patients and my colleagues safe
	I keep my environment clean and tidy
	I recognise when something is going wrong and I have the courage to do something about it
<b>Compassion</b>	I show a genuine concern for my patients and my colleagues
	I communicate well with others, listening and showing an interest in what they have to say
	I am positive, approachable and friendly
<b>Respect</b>	I treat my patients and my colleagues with dignity and respect
	I work openly and honestly as part of an effective team
	I keep my promises and do what I say I will, when I said I will, or I will provide an explanation if I can't
<b>Excellence</b>	I will always go the extra mile and improve things for my patients and my colleagues
	I am competent to carry out my role and committed to my personal and professional development

I will share good ideas and best practice and encourage my team members to do so too