

Candidate Brief

Job title: Senior Clinical Fellow in Urology

Date April 2024

Welcome to Epsom and St Helier University Hospitals NHS Trust

Thank you for showing an interest in working with us at Epsom and St Helier – a family of more than 7,000 colleagues.

We are truly an integrated health and care Trust. In simple terms, that means that as well as the services we provide at our acute care hospitals (Epsom in Surrey and St Helier nearby in south west London) we work with local GPs, mental health services, community providers and local authorities, with the joint aim of preventing local people from becoming unwell, and when they do, that they receive the right care, in the right place, with the right support.

So, as well as great hospital care, together we offer an increasing range of services. These include adult community health, sexual health and children's therapies. Many of these community services are run by the partnerships we host, Surrey Downs Health and Care and Sutton Health and Care.

Continuing the partnership theme, we also host and run some exceptional hospital-based services including the South West London Elective Orthopaedic Service – rated 'Outstanding' by the Care Quality Commission (CQC) – and we also have the largest nephrology (care around kidney disease) service in the UK, that isn't co-located with a transplant service.

We also work as part of the St George's, Epsom and St Helier Hospital and Health Group, with a shared leadership and increasing collaboration to develop stronger clinical and corporate services between two major providers serving Surrey and South West London.

These partnerships are at the forefront of joining together health and care for local people, and part of the national NHS ambition to provide the best care locally.

In autumn 2019, as an entire Trust, we moved up to become rated 'Good' by the CQC and we seek to continually improve. As part of that, we have secured £500m as part of the government's Hospital Infrastructure Plan to enable us to build a brand new Specialist Emergency Care Hospital in Sutton and finish the refurbishment of the existing buildings on the Epsom and St Helier hospital sites.

We are committed to making all of our work places great places to work, with the right support and culture to help you excel. We spoke with more than 3,000 colleagues about what makes a good day at work and as a result introduced a new core value – 'Respect'. And as a result 'Respect' is at the heart of everything we do. This means we want everyone who works with us to be able to do the best that they possibly can with opportunities available for everyone to grow

and develop. It also means that there is no place for bullying, racism, discrimination or other poor behaviours.

We continue to develop as a Trust and with our partners. There are lots to do and we welcome you to help us on that journey, starting with the following job description, which we hope inspires you to be part of our success.

Our shared purpose

Developed by our patients and staff in the Your Voice Your Values project, 2018.



All of us who work at Epsom and St Helier

Choosing to work at Epsom and St Helier means I choose to sign up to our values, behaviours and expectations.

-  Respect and value other people's views, experience and skills
-  Develop myself to be a great role model of our behaviours
-  Treat patients with respect and as equal partners in their care
-  Treat everyone fairly regardless of protected characteristics, profession, role or level
-  Speak up whenever I have a concern, give feedback respectfully, receive feedback gracefully, admit mistakes, resolve issues together
-  Respect myself, looking after my own health and wellbeing
-  Create a respectful environment free from disrespectful behaviour
-  Respect my role, doing a good job to meet my objectives as they change, and doing the best I can with available resources.

Our ambition is to provide an outstanding level of care to our patients and communities.

Above all we value respect. This means everyone at the Trust – whether a member of staff, a patient or their loved ones – can expect to be treated with respect, whatever their role or background. This ensures kind, positive, professional teamwork, delivering great care to every patient, every day.

By choosing to work here, you also choose to value and role model respect. This means having respect for the Trust and your roles and responsibilities, as well as colleagues, patients and anyone who interacts with the Trust.



We offer an extensive range of services, including cancer, pathology, surgery, and gynaecology to 500,000 people in south west London and north east Surrey. We operate two busy general hospitals, Epsom Hospital and St Helier Hospital, and run services from other locations, including Sutton Hospital.

St Helier Hospital is home to the South West Thames Renal and Transplantation Unit and Queen Mary's Hospital for Children, while Epsom Hospital is home to the South West London Elective Orthopaedic Centre (SWLEOC). Both Epsom and St Helier hospitals have Accident and Emergency departments (A&E) and Maternity services (Obstetrics).

We also play an active role in the local healthcare economy, and are the lead provider in two innovative health and care partnerships.

In Surrey Downs (that's the Epsom, East Elmbridge and Dorking areas), we have partnered with CSH Surrey, the three GP federations in the Surrey Downs area, and Surrey County Council (who are an associate member), to provide adult community health services. This innovative partnership is called Surrey Downs Health and Care.

In Sutton, we have joined forces with the London Borough of Sutton, Sutton GP Services and South West London and St George's Mental Health Trust to provide adult and children's community health services and sexual health services to local people. Together, we are called Sutton Health and Care – you can visit our website www.suttonhealthandcare.nhs.uk.

JD AND PERSON SPEC

Contract: Fixed Term 12 months Start Date: July & August 2024

Service Centre/Directorate: Surgery

Base: Trustwide – Epsom & St Helier Hospitals

Accountable to: Clinical Lead

Educational Supervisor: Sophie Rintoul Hoad & Clive Charig

Clinical Supervisor: Clive Charig & Sophie Rintoul Hoad

The Urology Department

The Urology Department provides a comprehensive general urology service covering all the main sub specialties. There are close links with the Royal Marsden Hospital and St George's hospital for oncology and more complex urological conditions. The department is well supported by an interventional radiology department. The urology department supports the renal unit at St Helier. There is an onsite lithotripter and the department offers a regional acute and elective lithotripsy service.

Specialist nursing staff attached to the department includes a Consultant Nurse, four Urology Specialist Nurses and six urology cancer nurse specialists.

Job Summary

This advert is for 2 full time Senior Clinical Fellow (ST3+ equivalent) based at Epsom & St Helier University Hospitals NHS Trust.

The post holders will be part of a team of seven middle grade doctors providing Urology services to the department and Trust. Duties will include outpatient at St Helier and Epsom Hospitals. Elective urology theatre work is undertaken at Epsom hospital (inpatient) and St Helier (day case).

Emergency admissions are to St Helier hospital and the post holder(s) will be part of the on call team (one week in seven) – see below.

Other duties will include flexible cystoscopy, lithotripsy (ESWL) and Transrectal ultrasound and biopsy (where appropriately trained).

During their on call week, the post holders will undertake daily ward rounds at St Helier to assess all Urology admissions and in conjunction with the on call consultant, plan management. The post holders will supervise and liaise with the core trainees (CT's) and foundation year (FY1/2) doctors working on the urology team middle grade doctors. There is a rolling timetable for the seven middle grades so the weekly duties will vary accordingly.

The post holders will at times be responsible for the preparation and presentation of cases at the weekly MDT and Xray meeting. Other general administrative duties in keeping with good patient care will be expected.

There is a monthly departmental audit programme and active participation in this is expected. Research activities are encouraged and the department has a good track record of presenting and publishing both locally, nationally and internationally.

On Call Duties

The post holders will be on call one weekday and one weekend (Sat/Sun) in seven. Compensatory rest period to comply with EWTC rota requirements is provided. The post is EWTC compliant. The post holders will do one week in seven of daytime on call providing emergency cover at St Helier working closely with the on call consultant urologist.

Duties of the Post

The post holder will be responsible for:

- Assessment, care and treatment of patients presenting acutely to the specialty and referred to the specialty.
- Participation in the SPR on call rota and to provide cover in exceptional circumstances for colleagues' absence.
- Attending clinics and assessing patients and formulating treatment decisions seeking advice from the consultant as appropriate.
- Attending operating sessions with the consultant and assisting or performing operations as appropriate.
- Conducting daily ward rounds on inpatients under the consultant's care, supervising the junior doctors in the care of these patients.
- Teaching and training staff in other medical disciplines, nursing and support staff appropriate
- Communication with other team members as appropriate
- In conjunction with the admitting clinical teams and the wider health economy to develop and implement integrated care pathways throughout the Trust
- Participation in relevant audit and quality assurance processes.
- Abide by the Clinical & Corporate Governance policies of the Trust.

- To make sure that the guidance from the General Medical Council on Good Medical Practice is at the centre of your clinical practice.
- To keep up to date in knowledge by Continuous Medical Education in the best interest of the patient.
- Although a timetable will be provided, you will be expected to be flexible, in the interests of patient care and to meet the needs of the department as decided by the general manager and coordinating surgeon.
- To contribute to the wider corporate and organizational needs of the Trust as appropriate.

CONDITIONS OF APPOINTMENT

All staff employed by the Trust must wear an identity badge at all times.

All staff employed by the Trust have a responsibility to ensure that those persons using the Trust and its services are as secure as possible. In accordance with Trust Standing Financial Instructions all employees are responsible for security and loss prevention.

All staff employed by the Trust must act in a responsible manner to safeguard the interests of patients by honouring the obligation the Trust places upon them to maintain privacy and

confidentiality of patient information. The Trust's Policies and Procedures regarding confidentiality must be observed by all staff at all times.

All staff employed by the Trust are required to adhere to the formally approved Policies and Procedures of the Trust. The appointee will be appointed to the service of Epsom and St Helier NHS Trust as a whole, and may be required to work anywhere determined by the duties of the post in light of future service developments.

This job description is a reflection of the current situation and may be subject to amendment in the light of service developments or changes within the Division.

ADDITIONAL REQUIREMENTS

All posts are subject to Satisfactory References, Full GMC registration with Specialist Registration or within six months of obtaining CCT, Occupational Health clearance (including Hepatitis B & C) and Police clearance through the Disclosure and Barring Service (DBS) [formerly CRB], as required under section 122 of the Police Act 1997. If you do not receive clearance for any of the above, your offer will be withdrawn.

Person Specification

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Factor	Essential	Desirable	Method of Assessment
Qualifications and Training	MBBS or equivalent Full Registration with GMC MRCS	FRCS (Urology) or FEBU	A+I
Experience	Minimum of 12 months experience in Urology at SHO (CT1-2) level or equivalent	Experience in Urology at ST3+ level or equivalent	A+I
Skills	Good IT skills Demonstrable skills in written and spoken English to the appropriate standard necessary to fulfil the job requirements Able to work in a multi-disciplinary team Good interpersonal skills		A+I
Knowledge	Broad understanding of Urology		A+I

Other	<p>Ability to communicate with patients and relatives</p> <p>Able to make own arrangements for travel between working sites</p>		A+I
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Key: I = Interview, A = Application Form, T = Practical Test