

Job Description

JOB TITLE: Consultant General Urologist with an interest in stone disease

DIVISION: Cancer and Associated Specialties

GRADE: Consultant

REPORTS TO: Heads of service

ACCOUNTABLE TO: Divisional Director

VALUES AND BEHAVIOURS



ABOUT NUH

Every day, our teams at Nottingham University Hospitals NHS Trust (NUH) make a difference. We save lives, we improve lives and we usher in new life. We are proud to play a central role in supporting the health and wellbeing of people in Nottingham, Nottinghamshire and our surrounding communities.

With more than 18,000 colleagues, we are the largest employer in Nottinghamshire and one of the biggest and busiest NHS Trusts in the country, serving more than 2.5m residents of Nottingham and Nottinghamshire and a further four million people across the East Midlands and beyond.

We provide a range of national and internationally renowned specialist services and we are at the forefront of new surgical procedures and research programmes.

We are home to the East Midlands Major Trauma Centre, the Nottingham Children's Hospital and in partnership with the University of Nottingham we host a Biomedical Research Centre carrying out vital research into hearing, digestive diseases, respiratory, musculoskeletal disease, mental health and imaging.

As a teaching hospital, we are instrumental in the education and training of doctors, nurses and other healthcare professionals. We are proud of our strong relationships with universities across the East Midlands, including the University of Nottingham, Nottingham Trent University and Loughborough University.

The last year has been challenging for our teams. Alongside our continued recovery from Covid, our maternity services are subject to an independent review and we must do more to improve our culture. We are more focused than ever on making sustained improvements across our services.

As one of the NHS Trusts identified in the New Hospital Programme, a programme of investment in NHS hospitals, we have extensive plans to improve our hospitals and the services we deliver for patients. As well as the redevelopment of the Queen's Medical Centre and City Hospital, plans for a new 70 bed NHS rehabilitation facility set to be built on the Stanford Hall Rehabilitation Estate near Loughborough, are currently going through the approvals process.

We have recently become home to the latest series of Channel 4's award-winning series 24 Hours in A&E, which takes a look inside one of the country's busiest emergency department at QMC and showcases the dedication, passion and skill of our teams.

This is an exciting time to join NUH and help support our future ambitions.

JOB SUMMARY

Full-time new post for a Consultant General Urologist with an interest in stone disease

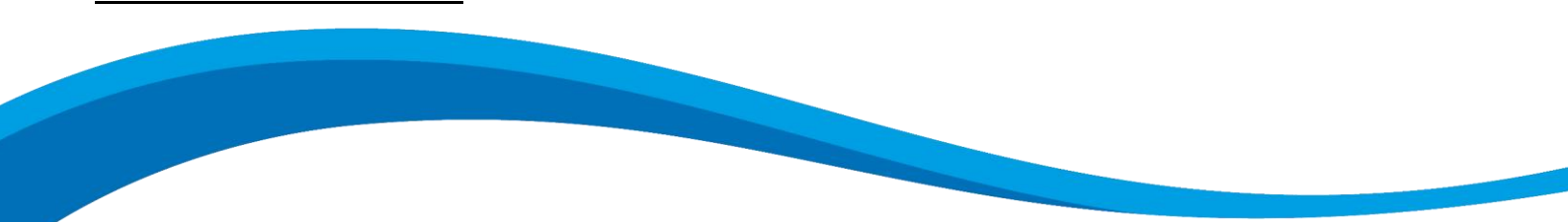
We are looking for a dynamic individual to join our team of friendly, supportive urology consultants. The successful candidate will join an established comprehensive urology service. There will be a significant general urology component to the workload. This service receives referrals from the wider Nottinghamshire area and tertiary referrals from further afield and may require cross site working patterns including Sherwood Forest Hospitals. There is a well-established general urology service including day case ureteroscopy, TURBT and TURP. We have an on-site lithotripter, hot ureteroscopy and ESWL services as well as PCNL.

This is a new 10 PA full-time post with contribution to a cross-site 1:15 on-call hot week rota, although part-time/job-share working solutions will be considered for the right candidate(s). A provisional job plan is shown below

The Departments of Urology and Nottingham University Hospitals NHS Trust (NUH) and Sherwood Forest Hospitals NHS Trust (SFH) have recently merged to provide urological services to a population of approximately 1.4 million. The urology team currently consists of 14 consultants at NUH and 5 consultants at SFH providing a full range of services. The Unit also comprises 5 Urology StRs, 1 clinical fellow, 1 research fellow, a stone, robotic and complex upper tract fellow who form a 'fellows' on call rota between the middle grades and consultant. We have Clinical Nurse Specialists in Cancer, andrology and stones. The Advanced Nurse Practitioners help independent run the prostate cancer, haematuria and LUTS clinics. We have recently recruited Advanced Clinical Practitioners (ACPs) who will also help in the emergency pathway. Nottingham is the East Midlands' Major Trauma Unit.

The departments of Urology at NUH and SFH are committed to a long-term partnership and as such the candidate will be expected to participate in a combined cross-site on-call rota. The Urology Department at City Campus, Nottingham University Hospitals NHS Trust is accommodated in the Urology Centre which consists of a dedicated Outpatients Department with facilities to undertake flexible cystoscopies and TRUS/LATP biopsies, a lithotripter suite, three urology operating theatres including dedicated Stone and Robot theatres as well as office accommodation. There are also dedicated emergency and male urology wards. Services are also provided at the Nottingham Treatment Centre, located on the QMC campus

KEY JOB RESPONSIBILITIES



The following draft Job Plan reflects our best assessment of what the final plan will be, based on 10 PAs.

Any consultant who is unable, for personal reasons, to work full-time will be eligible to be considered for the post on a part-time basis; if such a person is appointed, modification of the job content will be discussed on a personal basis with the Trust in consultation with consultant colleagues.

This service provided by the Urology Specialty is provided across both Nottingham University Hospitals NHS Trust and Sherwood Forest Hospitals NHS Foundation Trust but your primary base is with Nottingham University Hospitals.

The appointee, in collaboration with the other consultants, will be expected to fulfil the following duties with the agreed job plan. The Trust and the Specialty are committed to equitable working conditions across all our workforce and there is not bias or commitments within the job plan which is not equitable across the existing consultant workforce .

The proposed Job Plan is detailed in this job description.

TIMETABLE (illustrative only)

Week 1

| DAY | AM | PM |
|------------------|---------------------------|-------------------------|
| Monday | Admin/Stone theatre cover | SPA/Stone theatre cover |
| Tuesday | WR/SPA | Off |
| Wednesday | Meetings | OPC |
| Thursday | Off | Off |
| Friday | Theatre DSU | Theatre DSU |

Week 2

| DAY | AM | PM |
|------------------|--------------------------|-------------------------|
| Monday | SPA/Stone theatre cover | OPC/Stone theatre cover |
| Tuesday | WR/Vetting | Off |
| Wednesday | Meetings + Admin | OPC |
| Thursday | Theatre (KMH) | Theatre (KMH) |
| Friday | Flexible cystoscopy list | SPA |
| | | |

| | |
|--|----------|
| Emergency duties - predictable | 0.45 |
| Emergency duties - unpredictable | 0.26 |
| Operating session (inc. pre/post op and theatre cover) | 3.015 |
| Ward rounds | 0.125 |
| Out-patient or other clinics | 1.5 |
| Clinical Diagnostic Work/theatre scheduling | 0.5 |
| Other patient treatment / consultation | |
| Multi-disciplinary meetings | |
| Patient administration | 1 |
| | |
| Other (meetings/vetting) | 1.15 |
| Sub Total | 8 |

| | |
|-----------------------------------|----------|
| Training (Postgraduate) | |
| Medical Education (Undergraduate) | |
| CPD, Appraisal, Job Planning | 2 |
| Audit / Research | |
| Clinical Management | |
| Other | |
| Sub Total | 2 |

TOTAL PAs **10**

The on-call commitment will be 1:15 supported by Junior staff. This post has a hot-week on-call system, which is remunerated at 0.7 PA. There is no paediatric component to the on-call.

There will be a job plan review within 6-12 months of starting this post, so that additional SPA time can be allocated should any additional activities have been undertaken by the appointee.

A full range of Urology emergency and elective patients are admitted to Nottingham University Hospitals NHS Trust and the appointee will be responsible for the management of those patients admitted under his/her care.

Provision with Consultant colleagues of a comprehensive elective and emergency Urology service.

Provision of reciprocal cover for periods of leave.

Continuing responsibility for the care of patients in his/her charge and the proper functioning of the department.

These duties are subject to review from time to time in the light of the changing requirements of the service. If alterations to the described duties are required these will be mutually agreed between the appointee, his/her Consultant colleagues, and the Trust.

The person appointed will be required to devote substantially the whole of his/her time to the duties of the post and give them priority at all times.

The Nottingham University Hospitals NHS Trust Urology Clinical team is:

| | |
|----------------------|---|
| Mr Richard Parkinson | Urology Consultant - FNU |
| Ms Frances Burge | Urology Consultant – FNU |
| Miss Sophia Cashman | Urology Consultant - FNU |
| Mr Tom Walton | Urology Consultant - Cancer |
| Mr Ben Sherwood | Urology Consultant – Cancer (HoS) |
| Mr Will Green | Urology Consultant - Cancer |
| Mr Phillip Goodall | Urology Consultant - Cancer |
| Mr Gurminder Mann | Urology Consultant - Cancer |
| Mr Duncan Harriss | Urology Consultant - Cancer/core urology |
| Mr Hari Ratan | Urology Consultant - Stones |
| Mr Stephen Miller | Urology Consultant - Stones |
| Mr Dhaval Bodiwala | Urology Consultant – Stones (HoS) |
| Miss Susan Hall | Urology Consultant – General Urology/Stones |
| New Appointment | Urology Consultant – General Urology/Stones |
| Mr Alvaro Bazo | Urology Consultant - Andrology and Penile Cancer Lead |
| 5 Urology StRs | |
| 3 post CCT fellow | |
| 1 clinical fellow | |

Person Specification

| | | | |
|-------------------|---|-----------------------------|---------------|
| Job Title: | CONSULTANT GENERAL UROLOGIST WITH AN INTEREST IN STONE Disease | Division/Department: | CAS / Urology |
|-------------------|---|-----------------------------|---------------|

| Criteria | Essential | Desirable | Stage Measured at: A = Application |
|--|---|---|---------------------------------------|
| Commitment to Trust Values and Behaviours | Must be able to demonstrate behaviours consistent with the Trust's behavioural standards | | A, I |
| Training & Qualifications | Full GMC registration Eligible to be included on the Specialist Register CCT or equivalent expected within 6 months of interview date | Higher professional degree | A, I Professional Profile |
| Experience | Evidenced technical skills as described in the job description Able to communicate effectively and appropriately with patients, their families and other health professionals. | Specific training in communication skills Specific training in patient safety and/or human factors | A, I |
| Communication and Relationship skills | Able to demonstrate behaviours consistent with the Trust's "We are here for you" behavioural standards | | A, I |

| | | | |
|---|--|--|------------|
| Analytical and Judgement skills | <p>Able to develop, present and operationalise coherent ideas for service development/delivery.</p> <p>Able to delegate appropriately.</p> <p>Able to work in a team.</p> <p>Evidence of participation in Clinical Audit.</p> <p>Able to teach and support junior staff effectively.</p> | <p>Higher management degree or qualification or training</p> <p>Experience of change management</p> <p>Original Research Publications</p> <p>Higher teaching degree or qualification or training</p> | A,I |
| Planning and organisation skills | <p>Able to work flexibly in a changing health service</p> <p>Able to use the Trust's IT support systems</p> | | A,I |
| Physical skills | | | A,I |
| Other requirements specific to the role (e.g. be able to work shifts/on call) | <p>Ability to travel between City Hospital Campus and Queen's Medical Centre campus and SFH</p> | | A,I |

GENERAL DUTIES

In addition to the key job responsibilities detailed in this job description all employees at Nottingham University Hospitals NHS Trust are expected to comply with the general duties detailed below:

Infection Control

To maintain a clean, safe environment, ensuring adherence to the Trust's standards of cleanliness, hygiene and infection control.

For senior/clinical managers the following statement must also be included

The post holder is accountable for minimising the risks of infections and for the implementation of the Code of Practice for the Prevention and Control of Healthcare Associated Infections as outlined in the Health Act 2006. This includes receiving assurance of risk and embedding evidence based practice into daily routines of all staff.

Safeguarding children, young people and vulnerable adults

Nottingham University Hospitals is committed to safeguarding and promoting the welfare of children, young people and vulnerable adults. All staff and volunteers are therefore expected to behave in such a way that supports this commitment.

Information Governance

All staff have an individual responsibility for creating accurate records of their work and for making entries into and managing all NHS records effectively in line with the Health Record Keeping Policy and other Health Records and Corporate Records Management policies and procedures in order to meet the Trust's legal, regulatory and accountability requirements.

Health and Safety

To take reasonable care to prevent injury to themselves or others who may be affected by their acts or omissions.

To co-operate fully in discharging the Trust policies and procedures with regard to health and safety matters.

To immediately report to their manager any shortcomings in health and safety procedures and practice.

To report any accidents or dangerous incidents to their immediate manager and safety representative as early as possible and submit a completed accident/incident form.

To use protective clothing and equipment where provided.

Whilst the aim of the Trust is to promote a co-operative and constructive view of health and safety concerns in the organisation, all staff must be aware that a wilful or irresponsible disregard for safety matters may give rise to disciplinary proceedings.

Governance

To actively participate in governance activities to ensure that the highest standards of care and business conduct are achieved.

Health and Wellbeing



Employees are expected to take all reasonable steps to look after both their physical health and mental health. To support employees to achieve this NUH offers a wide range of health and wellbeing activities and interventions. The full programme can be viewed at on the staff intranet.

Line managers are expected to encourage and support staff to look after their health and wellbeing, including the release of staff to attend health and wellbeing activities and interventions.

General Policies Procedures and Practices

To comply with all Trust policies, procedures and practices and to be responsible for keeping up to date with any changes to these.

WORKING CONDITIONS

Describe the post holder's normal working conditions (*such as exposures to hazards, requirement for physical effort etc*).

JOB REVISION

This job description should be regarded as a guide to the duties required and is not definitive or restrictive in any way. The duties of the post may be varied from time to time in response to changing circumstances. This job description does not form part of the contract of employment.

Service Review

A strategic review of all Trust services is taking place, as a result of which some services, or parts of some services, may transfer from one campus to the other. This will be decided in accordance with the most appropriate way to provide the best healthcare for patients in the future and all staff will be fully consulted on about the impact of any such decisions.

Job description reviewed by: Dhaval Bodiwala

Date: 17/3/24

