



DELIVERING
OUTSTANDING
CARE AND
EXPERIENCE



RECRUITING,
DEVELOPING AND
RETAINING OUR
WORKFORCE



AN **ANCHOR**
IN OUR
COMMUNITIES



WORKING TOGETHER
WITH LOCAL HEALTH
AND SOCIAL
CARE PROVIDERS



DELIVERING
LONG-TERM
SUSTAINABILITY

NHS
North West Anglia
NHS Foundation Trust

Information pack for the post of **CONSULTANT UROLOGIST**

Division of Surgery



2024



**GOOD TO
OUTSTANDING**



Welcome from Chief Executive Hannah Coffey

Hello and welcome to our Trust! I am delighted that you are considering our organisation as a place to work.

This is a really exciting time for our patients and staff as we work with our local health system partners across Cambridgeshire, Peterborough and South Lincolnshire to deliver some key development projects that will shape the care we provide for future generations within the 900,000-strong catchment we serve. As well as building a new hospital at Hinchbrook and redeveloping our sites at Peterborough and Stamford to better meet the needs of patients, we are investing in a Trust-wide electronic patient record system and harnessing digital technology within our diagnostic services to enhance the quality and speed of diagnosis and treatment.

It's a great time to be joining TeamNWAFT where we truly value the health and wellbeing of our staff and encourage our leadership team to empower their teams to be the best they can be, to help them develop in their careers and, at the same time, ensure our patients can experience good quality care by people who are dedicated to serving their health needs.

If you are looking to develop your career in an environment that's primed for organisational change, where you can actively contribute to the quality improvements we are making for our patients and staff, then look no further for your next role.

A handwritten signature in black ink, reading 'Hannah Coffey'.

Hannah Coffey
Chief Executive Officer

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Section 1 – Job Description

Job title	Consultant Urologist
Grade	Consultant
Location	Peterborough City Hospital
Hours of Work	40 hours per week (10 PA)
Reports to	Clinical Lead
Accountable to	Chief Medical Director

North West Anglia NHS Foundation Trust

North West Anglia NHS Foundation Trust was formed in April 2017. We run three acute sites Peterborough City, Hinchingsbrooke and Stamford and Rutland Hospitals. In addition, we deliver outpatient and radiology services at Doddington Hospital, the Princess of Wales Hospital, Ely, and North Cambridgeshire Hospital, Wisbech.

We deliver acute care services to a growing catchment of approximately 850,000 residents living in Cambridgeshire, Lincolnshire and the neighbouring counties of Norfolk and Bedfordshire.

Job Summary

This is an opportunity to work in a large District General Hospital situated in Cambridge and the Peterborough Area. This is a basic 10 PA Consultant Urologist post working within the North West Anglia Foundation Trust plus a 1 in 8 on-call. The on-call is mainly based at Peterborough City Hospital, with no inpatient activity at our other sites.

Applicants must be on the General Medical Council Specialist Register, or within six months of being admitted to the Register for Trainees if in a Training Programme within the UK.

By the regulations, all other categories of doctors must be on the GMC Specialist Register, or within 6 months of achieving CCST to be considered for a consultant appointment by the Advisory Appointments Committee.

The Foundation Trust aims to design and implement services, policies and measures that meet the diverse needs of our service, population, and workforce, ensuring that none is placed at a disadvantage over others.

Start date to be agreed with the successful candidate.

Background

Following the merger of Peterborough and Stamford Foundation Trust and Hinchingsbrooke Hospital in April 2017, NWAFT is in the exciting position of being one of the largest Foundation Trusts in the UK, with a population of over 750,000.

Bringing together two hospitals has allowed us to offer our patients excellent pathways of care, bringing the expert skills of both units together. Working closely with Cambridge as our Tertiary and Cancer Network Centre, we are a large District General Hospital developing rapid pathways for diagnostics of cancer. We are developing the delivery of increased day case and outpatient care with Urology Assessment and Treatment centres at Stamford and Hinchingsbrooke hospitals.

Within the trust, we have 2 modern Critical Care Units. PCH, the new theatre complex contains 18 theatres including 6 with laminar flow, 5 for day surgery, 6 general, and 1 customised for ENT.

The trust now also has linear accelerators for the local provision of Radiotherapy for our patients.

Hinchingsbrooke Hospital (HH) is about to undergo a £25 million re-development offering up to date theatre complex and expansion of services on that site.

The Urology Department is one of the first departments to fully merge and we are fine-tuning our pathways and services to take advantage of the best of the larger Trust. We are continuing to develop our services, and this gives us a great opportunity to invite new consultants to bring new ideas and skills. Enabling new consultants to develop their skills and expand our services.

Main Duties and Responsibilities

The post holder will be expected to assist both the development of Urology clinical services and those associated with his/her sub-speciality. Key responsibilities include:

1. To work with colleagues to promote the collective aims of the department.
2. To promote the development of multi-disciplinary teams and shared responsibility for the provision of care to patients.
3. To support the development of clinical governance, using audit findings to improve the quality of treatment and to minimise clinical risk
4. To develop innovative working practices, and to support the growing clinical contribution of non-medical staff.
5. To supervise and manage junior medical staff.

6. To assist in the teaching and training programmes for Junior Staff and Postgraduate Medical Education.
7. To work effectively within a team and communicate well with patients, General Practitioners, and hospital colleagues.

The following arrangements will be made:

1. The post holder will have access to Urology beds for the general urology patients and his/her speciality interest.
2. The holder will jointly share the higher surgical trainees, Staff Grade Urologists, and basic surgical trainees. The Department is committed to equitable working for Consultants (as outlined in RCS guidance).
3. A secretary, clerical staff and office space will be provided.
4. Allowances considered appropriate by the Royal Colleges of Surgeons will be available to meet the statutory requirements of Continuing Medical Education.
5. The proposed timetable may be subject to change with consultation with the post holder. The post will consist of a minimum of 6 theatre/outpatient sessions.
6. Revalidation is the process by which all licensed doctors must demonstrate to the GMC that they are up to date-and fit to practise. The Trust has arrangements in place to ensure that all Surgeons have an annual appraisal with a trained appraiser. The Trust fully supports surgeons going through the revalidation process.
7. The Department offers a mentoring scheme to all new Consultants to help them settle into the new role.
8. Emergency cover for patients is provided at all sites (including post-operative patients) when the Surgeon is off-site.

Qualifications

The successful candidate should be fully accredited, having completed a progressive supervised and assessed training programme leading to attainment of the CCT / CESR (CP) in Urology (or entry expected within six months) and hold the FRCS(Urol) or equivalent examination.

The successful candidate will be expected to have undertaken and published original work. The successful appointee will also be encouraged to initiate, supervise, and carry out research activities within the Department.

Job plan

The department is seeking to appoint a General Urologist, to develop their specialty within our department within the scope of also providing the essential care for the population that we serve.

It is expected that the successful candidate will have the ability and expertise to undertake full and independent responsibility for clinical care of patients, both elective and emergency. He/she will be expected to be able to manage and organise a surgical firm including outpatient and inpatient priorities.

The remaining programmed activities will be flexible to include ward rounds, audits, teaching, research, and administration. A secretarial team and office space will be provided. At certain times during the working week clinical sessions may need to be altered according to clinical needs and priorities, and the successful applicant will be expected to work flexibly with his/her colleagues and management in achieving this.

The post holder will be expected to make a full contribution to the post-graduate activities of the Department. There is a mandatory “rolling” half-day devoted to audit and clinical governance occurring ten times per annum. The post holder will be expected to be involved in teaching junior medical staff, nursing and paramedical, and if desired, medical students from Cambridge and Leicester. The successful applicant will be encouraged to develop professionally by regular attendance at conferences and courses.

The post-holder will attend the Urology Multidisciplinary Tumour Group Meeting (currently held weekly on Tuesday mornings) and any other meetings by agreement with the Urology Clinical Management Team and Urology Specialty Lead. The post-holder will have a flexible job plan regarding the location of clinical sessions. The PA allocation will be reviewed at job planning within 3 months of appointment. The post holder will be paid appropriate travel expenses and time included in job planning.

Travel time is provided for travel between sites.

The table below shows a representative timetable (for non-on call weeks)

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	OOT	MDT Meeting & SPA	Admin (1 in 4 Clinical Management Team meeting) (PCH)	Theatre	SPA
PM	OOT	Outpatients	Diagnostics	Theatre	Clinic

Clinical Duties

Clinical duties include new and follow-up outpatients' clinics, theatre, MDT attendance, administrative time and pre- & post-operative ward visits each week. There may also be ward referrals.

For children, emergency cover is limited to scrotal exploration/torsion for age 3 and above, with elective activity from age 16 and above.

The post is offered at 10 PAs but under the terms of the 2003 Consultant Contract, candidates who wish to conduct private practice would be required to offer an additional programmed activity.

Direct Clinical Care including on-calls	8.5 PA's (DCC) on average per week
Supporting Programmed Activities	1.5 PA's (SPA) per week – 1 PA is "core activity" (private CPD, audit, appraisal, and research) and the 1/2 PA will contribute to service improvement within the department.

The on-call commitment is a 1:8 rota (2.75 PA). In addition, participation in a non-residential weekday overnight on-call cover will be undertaken on a 1:8 basis (1800 hrs to 0800 hrs). While on call no elective duties are scheduled.

Predictable Weekday - Monday 08:00 to Friday 08:00
Weekend – Friday 08:00 to Monday 08:00

Unpredictable Estimated at 1.5 PA approx.

Suitable cover for inpatients is in place when the post holder is off-site.

Breakdown of PAs

Direct Clinical Care	8.5
SPA	1.5
Total PA's	10 PA

Section 2 - The Department and Division

Divisional Structure

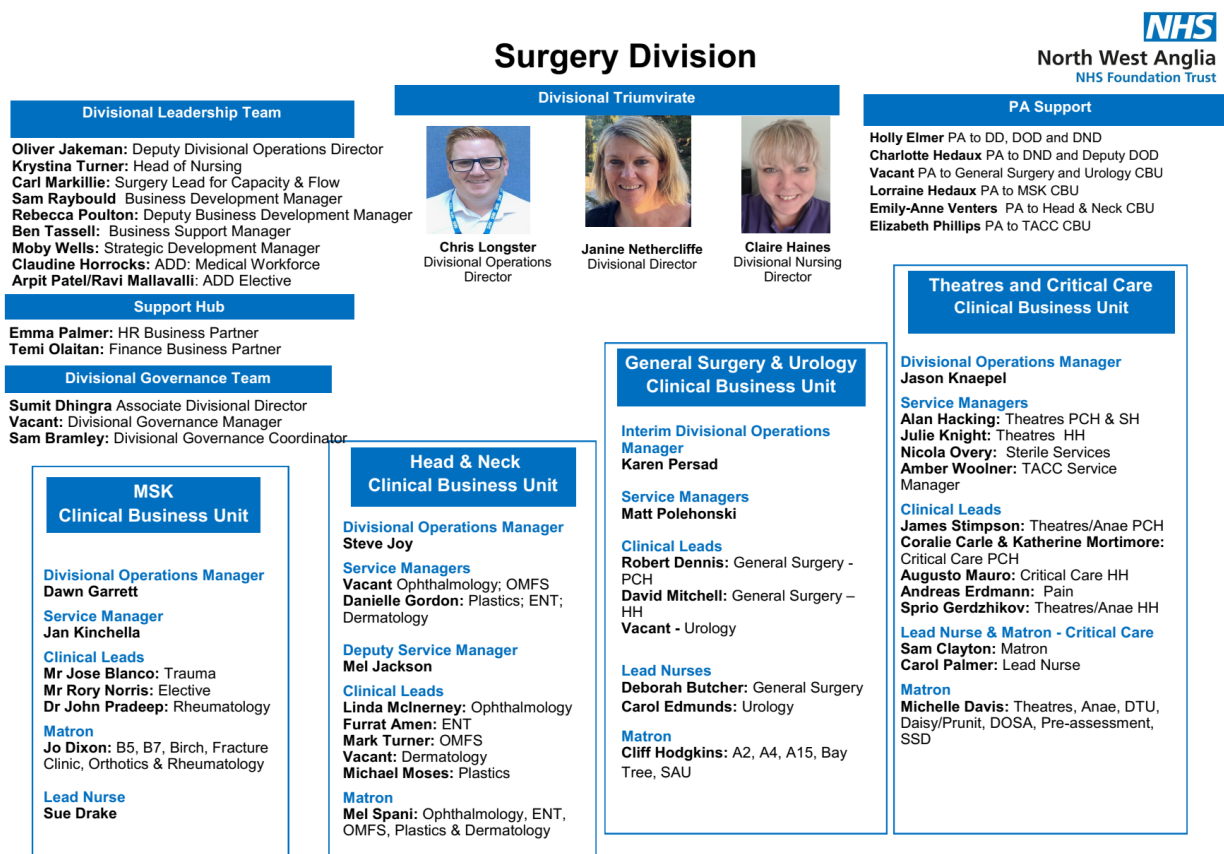
Following the formation of our new Trust in April 2017, our operational functions across the three hospitals merged to form five clinical divisions. They are:

- Division of Medicine
- Division of Urgent and Emergency Care
- Division of Surgery
- Division of Family and Integrated Support Services
- Division of Maternity, Gynaecology and Breast Services

The clinical divisions are key to our service delivery and the structure is based on 'family groups' of services that have greater clinical interdependencies, which ensures working relationships remain closely aligned. The Divisions are led by a triumvirate comprising a Divisional Clinical Director, Divisional Operations Director, and Divisional Nursing Director.

The Division of Surgery

Surgery is one of 5 divisions within the Trust and is managed by the Divisional Operational Director, Divisional Director, and Head of Nursing.



The Division is divided into 5 CBUs (Clinical Business Units) and Urology is managed within the General Surgery & Urology Clinical Business Unit. We have a Divisional Operational Manager, Associate Divisional Director and Matron supported by a full administration and clerical team. Each speciality within Surgery is co-ordinated by a Specialty Lead, who chairs the Speciality Meetings.

The Department of Urology

Currently, the Department has 9 **consultants** – These are:

- Mr Sharma
- Mr Assaf
- Mr Gkougkousis
- Mr Lockett
- Miss Wan
- Mr Mazaris
- Mr Miakhil
- Miss Shah
- Miss Nethercliffe (Divisional Director)

The Department also has 1 Deanery Trainee Registrar, 7 Speciality Doctors, 4 CT (1 Deanery), 2 FY2 and 1 FY1 doctors. We also have 1 Nurse Consultant, 4 Specialist Nurses and 4 Cancer Nurse Specialists. We cover a wide range of urology cases, and the merger has opened the opportunity for some sub-specialisation of services currently under negotiation.

The successful candidate will have the opportunity to be part of this process. All in-patient care is given at PCH with the development of day case and diagnostic work being done at Stamford and Hinchingbrooke Hospital. With the plan to increase inpatient work at HH.

We have Fast Track Prostate Cancer and 1-Stop Haematuria Clinics at Stamford and Hinchingbrooke Hospitals. TRUS, LATP and Template Biopsies.

The Department is in an exciting phase where we can take advantage of our large population and develop our services as a stand-alone Urology Area Network.

Informal Enquiries

If you wish to discuss the post informally or arrange a visit, please contact Mr Matthew Polehonski, Service Manager, General Surgery & Urology, on 07734228240.

Informal visits to the department are actively encouraged.

Section 3 - Working at the Trust

Teaching programme

There is a strong commitment to education from a departmental and organisational level, and the appointee will be expected to undertake teaching.

There is an active Medical Education Centre with seminar rooms a lecture theatre, and an ongoing programme for senior and junior medical staff organised by the Clinical Tutor and the Medical Education Department.

Continuing Professional Development (CPD)

There is dedicated support for CPD within the Trust, under the direction of the Medical Director, Clinical Tutor, and Specialty Tutors.

All non-training grade medical staff are required to undertake CPD to fulfil the revalidation requirements.

Senior medical staff have an entitlement to study leave of 30 days in three years and the current study leave budget allowance is £700 per annum per person.

Clinical Library

The Trust has clinical libraries. The Library Services Manager and assistants can support medical staff in conducting literature searches via MEDLINE and accessing books and journals.

Research and Development (R&D)

The Trust actively contributes to research in the NHS and has an extensive research portfolio covering 28 of the 30 National Institute for Health Research (NIHR) clinical specialities. The Trust is currently recruiting over 160 NIHR Portfolio research studies and is set to recruit over 2,000 participants during 2017-18.

A key metric in assessing R&D performance is a Trust's Value for Money (VFM) score. At present NWAngliaFT has the best VFM score of any acute trust within CRN Eastern and is third in overall study recruitment.

Principal Investigators are supported by an R&D Department encompassing both clinical and non-clinical staff. With over 60 members of the team, the department provides end-to-end research support throughout the study life cycle, from protocol development through to delivery and study closedown. The growth of R&D remains a key objective for the Trust as it actively promotes the growth of its sponsored research portfolio.

Clinical Quality Assurance

The appointee will take an active part in clinical audit and clinical governance.

The appointee will ensure that they are up to date with mandatory and statutory training requirements as required by the Trust and or external organisation.

There is a wide-ranging clinical audit programme across many specialities within the Trust supported by specialist staff.

The appointee will ensure data collection and processing undertaken is consistently accurate and timely and complies with the Trust Data Quality Policy and Information Governance procedures.

The Trust is developing several acute care pathways and is working towards a system of integrated care, and the appointee will be expected to contribute to and support these.

Other

To comply with the roles and responsibilities as defined in the Trust's Health & Safety Policy.

To be responsible for safeguarding and promoting the welfare of children and adults by undertaking the appropriate level of training through the safeguarding policy training strategy and being aware of and working within the Trust's safeguarding policies.

Ensure all data collection and processing undertaken is consistently accurate and timely and complies with the Trust Data Quality Policy and local procedures.

Undertake any other similar duties in line with the key purpose of the job.

Act in accordance with Trust policies and GMC guidance regarding 'Confidentiality: good practice in handling patient information' so that patient confidentiality is maintained both in terms of patient's electronic and paper records, and when holding conversations about and with patients in appropriate environments.

Infection prevention is paramount to the safety and well-being of all our patients. The Infection Prevention and Control Team use national and local guidance and policy to formulate Infection Prevention Policy and Procedure documents. It is the responsibility of all Trust employees to comply with the Infection Prevention and Control Policy and Procedure documents. Compliance with the relevant documents will be assessed during appraisal.

The person appointed will be indemnified by the Trust for all duties undertaken as part of his/her contracts of employment. He/she is encouraged to take out adequate defence cover as appropriate to cover him/her for any work which does not fall within the scope of the Trust's indemnity scheme.

As a member of staff, you will automatically be classed as a staff member of the North West Anglia NHS Foundation Trust - this means that you will be able to vote for a staff governor to represent you at the Trust's staff council and on the Trust's Council of Governors, or indeed stand to be a Staff Governor.