



# Candidate Information Pack

**Consultant in Clinical Oncology  
Lower GI, bladder/prostate (including brachytherapy), SABR**

Oncology Department  
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March 2024

## LINCOLN COUNTY HOSPITAL

### Consultant in Clinical Oncology

#### Lower GI, urology (including brachytherapy), SABR

### JOB DESCRIPTION

#### 1. Job Details

|                            |                                                                                               |
|----------------------------|-----------------------------------------------------------------------------------------------|
| <b>Job title:</b>          | Consultant in Clinical Oncology<br>Lower GI, bladder/prostate (including brachytherapy), SABR |
| <b>Current Job grade:</b>  | Consultant in Clinical Oncology                                                               |
| <b>Reports to (Title):</b> | Clinical Lead Haematology/Oncology/Specialist Palliative Care                                 |
| <b>Department/Ward:</b>    | Oncology Department                                                                           |
| <b>Location:</b>           | Trust Wide                                                                                    |
| <b>Site:</b>               | Lincoln County Hospital/Pilgrim Hospital Boston                                               |

#### 2. Post

This is a 10 PA Consultant Clinical Oncology appointment for the United Lincolnshire Hospitals NHS Trust.

It is a new post based at Lincoln County Hospital, with one day devoted to a clinic at Pilgrim Hospital, Boston. There is room for negotiation in relation to the final tumour sites covered by this role but preference will be given to applicants who can offer expertise in lower GI, bladder and prostate cancer. Expertise in prostate brachytherapy and SABR is also an advantage.

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

|                        |                                                                                                              |
|------------------------|--------------------------------------------------------------------------------------------------------------|
| <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                         |

## 2. Duties and Responsibilities

The appointee will be expected, in conjunction with his/her colleagues, to provide a comprehensive service for oncology management to the United Lincolnshire Hospitals NHS Trust, particularly for lower GI, bladder and prostate cancer, including attending the relevant MDTs.

In addition he / she will be required to:

- Undertake such other duties as may be identified to meet the needs of the service
- Take part in a consultant rota for emergency duties and to provide, on a reciprocal basis, emergency cover for colleagues during periods of absence
- Carry out teaching duties as required and take an active part in the Postgraduate Medical Education programme and in the teaching of junior medical staff. To be involved in the education of nursing staff, General Practitioners and other clinical professions. To attend regularly department meetings.
- Have continuing responsibility for patients in his / her care and for the proper functioning of the department
- Take part in team, department, regional and national audits
- Be involved in research where appropriate
- Participate in the management of the Oncology service

### JOB PLAN AND APPRAISAL

There will be annual job-planning conducted by the Clinical Lead for Haematology/Oncology/ Specialist Palliative Care. There is a requirement to participate fully with the clinical governance programme within the department and to undertake annual appraisals to support ongoing revalidation.

### Outline Job Plan

Initially, the job plan is 10.25 PAs with a further 0.359 PAs available for on call.

There is currently no specialist trainee attached to this post.

The 1.5 SPAs in this job plan allow for Continuing Professional Development, audit, research, teaching and other supporting activities.

The detailed job plan is negotiable. These duties will be subject to review and final agreement by the successful candidate and consultant colleagues in the department.

It is anticipated that the successful candidate will be offered the opportunity to provide educational/clinical supervision for one or more trainee doctors. Further time allocation will be allocated for these roles as per Trust policy at Job Plan review.

Indicative timetable:

Week 1

| MONDAY                                                                 | TUESDAY PHB                                        | WEDNESDAY                                     | THURSDAY                             | FRIDAY                           |
|------------------------------------------------------------------------|----------------------------------------------------|-----------------------------------------------|--------------------------------------|----------------------------------|
| 08.00-12.30<br>Prostate<br>brachytherapy                               | 07.45-09.00<br>Travel<br>09.00-12.30<br>Ward round | 08.00-09.15 Admin<br>09.15-13.15 - SPA        | 08.30-10.30 Admin<br>10.30-12.30 SPA | 09.00-12.30<br>Lower GI MDT      |
| 13.00-17.00<br>Prostate<br>brachytherapy<br>17.00-18.00 Peer<br>Review | 13.00-17.00<br>Clinic<br>17.00-18.15<br>Travel     | 13.15-17.15 –<br>RT/Brachytherapy<br>Planning | 12.30-18.00<br>Urology MDT           | 13.00-17.00<br>Outpatient clinic |

### Week 2

| MONDAY  | TUESDAY PHB                                        | WEDNESDAY                                   | THURSDAY                          | FRIDAY                         |
|---------|----------------------------------------------------|---------------------------------------------|-----------------------------------|--------------------------------|
| Off day | 07.45-09.00<br>Travel<br>09.00-12.30<br>Ward round | 08.00-0915 Admin<br>0915-1315 - SPA         | 0830-10.30 Admin<br>1030-1230 SPA | 09.00-12.30<br>Lower GI MDT    |
| Off day | 1300-17.00<br>Clinic<br>1700-18.15<br>Travel       | 1315-1715 –<br>RT/Brachytherapy<br>Planning | 12.30-18.00<br>Urology MDT        | 1300-1700<br>Outpatient clinic |

There is a 1:13 weekly on call rota which involves ward rounds at both at Lincoln and Boston on Saturday and Sunday (in person on one site and remote to the other, with both sites receiving one in person and one remote ward round over a weekend) to provide the mandatory 7-day senior review cover mandatory in the Trust. During that week elective activity will be reduced in order to provide consultant cover for the AOS service.

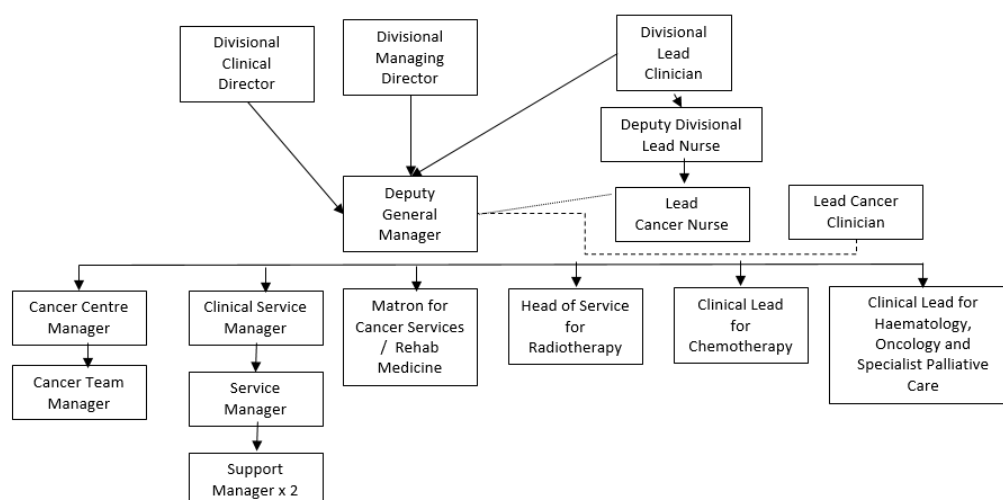
Ward Allocation when on hot week is:

| MONDAY                 | TUESDAY                | WEDNESDAY              | THURSDAY               | FRIDAY                 | SATURDAY           | SUNDAY (BOSTON)                                        |
|------------------------|------------------------|------------------------|------------------------|------------------------|--------------------|--------------------------------------------------------|
| 9 – 1700<br>Ward Round | 9 – 1700<br>Ward Round | 9 – 1700<br>Ward Round | 9 – 1700<br>Ward Round | 9 – 1700<br>Ward Round | 9-12 Ward<br>Round | 7:45-9 Travel<br>9-13 Ward<br>Round<br>13-14:15 travel |

### 3. Organisation Structure and ULHT as a Trust

The Trust's Operating Model (TOM) structure is based on 4 Divisions (Clinical Support Services, Medicine, Surgery and Women and Children) that span the Trust.

Each Division is led by a Divisional Clinical Director.



### THE TRUST

The United Lincolnshire Hospitals NHS Trust is a large acute NHS Trust which is responsible for a comprehensive range of health services to a local population of 750,000. It has a total bed complement of 1267 and delivers health care at 3 principal sites: Lincoln County Hospital, Pilgrim Hospital at Boston and Grantham & District Hospital. Many local general practitioners are known personally to the consultant staff and are met at postgraduate meetings and elsewhere.



## **THE HOSPITALS**

### **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. It has a complement of 557 beds.

An extensive range of general surgical, orthopaedic surgery, ENT, ophthalmology, maxillofacial, dental, obstetrics, gynaecological and oncological services are provided. In addition general medical and a wide range of medical subspecialty services are provided including Coronary Care and 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.

A rolling programme of audits is in place which the post holder will be expected to participate in and there are regular Clinical Governance meetings monthly.

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.

The Pathology Department provides a full range of service including Biochemistry, Haematology, Microbiology and Histopathology. There is a dedicated 26 bed ward for oncology and haematology patients (Waddington Unit), as well as an Oncology Assessment Unit (OAU) with 3 chairs and 3 trolleys. Outpatient chemotherapy is given in a purpose built 20 station dedicated area, Ingham Suite, shared with Clinical Oncology. There is support from a Specialty Doctor and trainees. Lincoln is a Haemophilia Centre.

### **PILGRIM HOSPITAL, BOSTON**

Pilgrim Hospital is pleasantly situated on the outskirts of Boston. Pilgrim is a modern District General Hospital providing a full range of clinical specialties to the catchment population of South East Lincolnshire. These include laboratory facilities of the highest standard and comprehensive radiology services including ultrasound, CT and MRI scanning. The current bed complement is 592. There is a crèche on site and a purpose-built Education Centre was opened in 1994 that has excellent study and library facilities. The Lincolnshire Partnership NHS Foundation Trust manages the Psychiatry Department on the Pilgrim site.

Oncology beds are on a 18 bed ward shared with Haematology. In addition there is a dedicated 16 station chemotherapy suite for outpatients and day cases. The chemotherapy suite is staffed by a senior chemotherapy trained nurse permanently attached to the suite with other staff rotating from the ward. Junior doctors include a Specialty Doctor and a trainee.

### **GRANTHAM AND DISTRICT HOSPITAL**

Grantham Hospital has approximately 177 staffed in-patient beds offering services in consultant-led A&E, General Surgery, Trauma and Orthopaedics and Integrated Medicine services. In addition there is an ambulatory care paediatric service provided on site, Monday to Friday, 1000 - 1900 hours. Community Midwifery is provided in the locality as well as 'low risk' midwifery led service. Ante-natal, Post-natal, Gynaecology Outpatients and Day Case services are offered at Grantham. In addition there are day case beds offering services in Orthopaedics, Gynaecology, ENT, Oral Surgery, Paediatric Surgery and Video Endoscopy.

#### 4. DIRECTORATE AND DEPARTMENT INFORMATION

There were a total of 3458 new oncology patients seen in the Oncology Department in 2022/23. Approximately 1500-1600 patients receive radiotherapy every year.

It is estimated this post will see 152 news and 304 follows ups.

The Oncology Service is part of the Clinical Support Services Division. The Clinical Lead is Dr Murray (Consultant Clinical Oncologist).

The Oncology and Haematology Department is supported by a:-

- Deputy General Manager
- Clinical Services Manager
- Service Manager
- Support Manager

#### STAFFING

There are currently 12 Clinical Oncologists and 5 Medical Oncologists.

|                                           |                |                     |                                                                |
|-------------------------------------------|----------------|---------------------|----------------------------------------------------------------|
| Dr Christian Arias                        | Lincoln        | Clinical Oncologist | Breast, urology and CNS                                        |
| Dr Abhiro Chaudhuri                       | Lincoln        | Clinical Oncologist | Breast and lung                                                |
| Dr Fernandez-Ots                          | Lincoln        | Clinical Oncologist | Bladder, prostate, gynaecology                                 |
| Dr Munzir Hamid (start date tbc)          | Lincoln/Boston | Medical Oncologist  | Urology (all subsites), breast                                 |
| Dr Chiara Intrivici                       | Lincoln/Boston | Medical Oncologist  | Breast and ovarian                                             |
| Dr Uzma Ismail (start date tbc)           | Lincoln/Boston | Medical Oncologist  | Urology (all subsites), gynaecology, HPB/neuro-endocrine       |
| Dr Hashim Ismail-Kunju                    | Lincoln/Boston | Medical Oncologist  | Breast, lung, melanoma                                         |
| Dr Miguel Panades                         | Lincoln        | Clinical Oncologist | Bladder, prostate, gynaecology                                 |
| Dr Aurora Sanz Torres                     | Lincoln/Boston | Clinical Oncologist | Lung, head & neck, CNS, skin                                   |
| Dr Thiagarajan Sreenivasan (part time)    | Lincoln        | Clinical Oncologist | Bladder, prostate, testicular, breast                          |
| Dr Zuzana Stokes (part time)              | Lincoln        | Clinical Oncologist | Lower and Upper GI, CUP                                        |
| This post                                 | Lincoln/Boston | Clinical Oncologist | Lower GI, bladder, prostate                                    |
| Vacancy currently covered by agency locum | Lincoln        | Clinical Oncologist | Breast, prostate, renal                                        |
| Vacancy currently covered by agency locum | Lincoln        | Medical Oncologist  | Bladder, prostate, upper & lower GI, CUP, HPB/ neuro-endocrine |
| Vacancy currently covered by agency locum | Lincoln/Boston | Clinical Oncologist | Bladder, prostate, penile, upper GI, HPB                       |



|                                           |                |                     |                                          |
|-------------------------------------------|----------------|---------------------|------------------------------------------|
| Vacancy currently covered by agency locum | Lincoln        | Clinical Oncologist | Head & neck, melanoma, skin              |
| Vacancy currently covered by agency locum | Lincoln/Boston | Clinical Oncologist | Lower GI, gynaecology, lymphoma, myeloma |

**There are currently five speciality doctors** Dr Neha Duseja, Dr Gbenro Olukiran, Dr Sunday Okinbaloye, Dr Abdel Mateen, Dr Ruqiya Shabir, and an **Advanced Clinical Practitioner** Marie Beck. Two further speciality doctors have recently been appointed and are due to start in the near future. The speciality doctors and ACPs work cross site. The department is further supported by F1 and 2 x F2 doctors on the medical rotation.

The **cancer services pharmacists** are Simon Ray and Amer Zarien in Lincoln and Meinas Mohamed in Boston.

### **Radiographers:**

Nicky Cornelius, Consultant Radiographer  
Paula Brown, Radiotherapy Services Manager  
4 Superintendents  
32 Radiographers  
5 Helpers  
2 co-ordinators  
2 clerical assistant

### **RADIOTHERAPY**

The Department has recently replaced the 3 Linacs with state-of-the-art machines (Varian True Beam). All 3 machines are identical and 4D and cone beam-IGRT capable. All 3 Linacs have MLC, EPI and the capability to deliver IMRT & IGRT for a wide range of treatment indications.

All treatments are CT planned using our Canon Aquilion LB CT scanner. As an all Varian site we use Eclipse for Radiotherapy planning and are currently commissioning complementary system 'Velocity'.

IMRT and VMAT are the treatment standard for radical treatments and this is combined with IGRT including CBCT. Surface guided radiotherapy (SGRT), using the optical AlignRT system, has been implemented realising tattooless working for all thorax treatments, open mask H&N and now working towards including pelvic treatments. We are currently the only Varian centre in the UK to use this for beam hold with the Truebeam system meaning more accurate treatment delivery.

We have a dedicated theatre and treatment suite for Brachytherapy using the Elekta Flexitron HDR unit. This busy Brachytherapy program carries out 3D gynaecological implants for cervix cancer, both HDR and LDR seed implants for prostate cancer and there is a Radiographer-led vault service for endometrial cancer.

As the regional centre for prostate brachytherapy we receive referrals from all over the East Midlands ensuring there is a thriving and forward thinking service. We have recently transferred to single step LDR seed insertions reducing the number of general anaesthetics the patient has.

All the equipment is networked via Varian Aria system. Treatment requests and almost all approvals are electronic allowing for a more efficient work flow. The referral and Aria systems can be accessed across the trust so accessing information is never difficult.

The department utilises thermoplastic materials to immobilise head and neck, pelvis and large breasted patients. Consequently there are no “traditional” mould room facilities but are adaptable as patient immobilisation is a key priority of the pre-treatment and treatment teams.

The department is ISO9001:2015 certificated and we manage the system electronically using QPulse. This ensures consistent procedure and protocols across the department any changes to protocols need to be cleared through the trusts governance process.

We have implemented a radiotherapy late effects service currently managing pelvic late effects alongside the gastroenterology team within the trust. The aim is to expand this service to cover all tumour sites in the near future.

The Lincolnshire Department of Clinical Oncology is part of the East Midlands Cancer Network with thoracic surgery, neurosurgery, whole body irradiation, stereotactic radiotherapy and paediatric oncology provided in Nottingham.

### **CHEMOTHERAPY/ACUTE ONCOLOGY SERVICE**

There is a purpose built day case chemotherapy suite in both Lincoln and Boston and both are shared with the haematologists. A “Chemotherapy Closer to Home” program has been treating patients in a mobile cancer care unit since August 2015 delivering treatment in Skegness, Spalding and Louth. All chemotherapy is electronically prescribed via Varian Chemotherapy. All chemotherapy is administered by trained nurses.

Day case blood and platelet transfusions are carried out on the Medical Day Unit.

The Acute Oncology Service (AOS) has been running since 2013. In its current form there is a full time AOS CNS on both sites and the speciality doctors also support the service. In addition, there is a 1 in 11 “hot week” rota for consultants when morning clinical commitments are cancelled to allow for the ward round in Lincoln and support to the AOS. The Oncology Assessment Unit (OAU) in Lincoln is open during working hours where patients can attend to be assessed for admission or discharge and the OAU in Boston will reopen shortly. A business case is in preparation for dedicated staffing for both OAUs with an ACP-led model.

### **RESEARCH**

There is a National Cancer Research Network team consisting of nurses, radiographers, pharmacy staff and data managers who manage a number of clinical trials and support the setting up of new trials. In particular we enter patients into large multi-centre trials such as those run by the Medical Research Council.

### **TEACHING AND EDUCATION**

Medical students are attached to the oncology consultants from University of Lincoln.

Lincoln is a placement site for students undertaking the BSc (Hons) Radiotherapy and Oncology at Sheffield Hallam University. Our annual intake is 6 students.

We have student nurses on clinical placement from Nottingham University and cadet nurses also have placements in the Department.

### **OFFICE ACCOMMODATION**

Office accommodation will be available with a shared Secretary and a computer.

### **MENTORSHIP**

Mentorship is available for newly-appointed consultants.



## Person Specification

Post of: Consultant in Clinical Oncology (Clinical Oncology Lower GI, bladder/prostate (including brachytherapy), SABR)

| Criteria                                                                        | Essential                                                                                                                                                                                                               | How Identified               | Desirable                                                                                                                                                                                                                                 | How Identified/<br>Measurement/Testing<br>Method |
|---------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------|
| <b>Qualifications / Clinical Skills</b> (Academic, Professional and Vocational) | <ul style="list-style-type: none"> <li>On General Medical Council Specialist Register for Oncology (CCST in Clinical Oncology) or within 6 months of achieving this</li> </ul>                                          | Application Form             | <ul style="list-style-type: none"> <li>ARSAC certificate</li> </ul>                                                                                                                                                                       | Application Form/CV & Certification              |
| <b>Specialist Knowledge / Ability/Previous Experience/Research and levels</b>   | <ul style="list-style-type: none"> <li>Extensive experience and training in clinical oncology</li> <li>Experience of involvement in clinical research and audit</li> <li>Experience of teaching junior staff</li> </ul> | Application Form & Interview | <ul style="list-style-type: none"> <li>A specialist interest to complement the other consultants in the department</li> <li>Publications in recognised (speciality) journals</li> <li>Research projects relating to speciality</li> </ul> | Application form/CV /Interview                   |
| <b>Evidence of Particular:</b><br>- Knowledge<br>- Skills<br>- Aptitudes        | <ul style="list-style-type: none"> <li>Organisational Skills</li> <li>Communication Skills</li> <li>Leadership Skills</li> </ul>                                                                                        | Interview                    | <ul style="list-style-type: none"> <li>Completed advanced communications skills course</li> <li>Brachytherapy experience</li> <li>Experience of SABR</li> </ul>                                                                           | Interview & References                           |
| <b>Special Requirements</b>                                                     | <ul style="list-style-type: none"> <li>Commitment to further development of oncology service</li> </ul>                                                                                                                 |                              | <ul style="list-style-type: none"> <li>Car driver</li> </ul>                                                                                                                                                                              |                                                  |