

Job Description & candidate information

| Position: | Specialty Doctor |
|----------------------|---|
| Specialty: | Urology |
| Division: | Surgery |
| Accountable to: | Chief of Surgery |
| Reporting to: | Clinical Lead |
| Salary: | £50,373 - £78,759 per annum (depending on experience) plus 1:7 on-call (2 Additional PAs) |
| Location: | East Surrey Hospital |
| Hours of work: | Full-time (10 Programmed Activities) |
| Contract type | Fixed term (12 months) |
| Disclosure required: | Enhanced Level – Adult & Child barred lists |

Job purpose

Speciality doctor level post to help run and manage the elective, inpatient, and emergency workload within the Urology service. Post holder will form part team of other middle grade doctors working with the consultants, junior doctors, and Urology nursing team.

This is a key role within a busy DGH hospital delivering a wide range of treatments as well as emergency services.

Our values

As an employee of Surrey and Sussex Healthcare NHS Trust, you have an individual responsibility to treat everybody with:

| | |
|--|--|
| Dignity and Respect: we value each person as an individual and will challenge disrespectful and inappropriate behaviour. | One Team: we work together and have a 'can do' approach to all that we do recognising that we all add value with equal worth. |
| Compassion: we respond with humanity and kindness and search for things we can do, however small; we do not wait to be asked because we care. | Safety and Quality: we take responsibility for our actions, decisions, and behaviours in delivering safe, high-quality care. |

safe

Deliver *standardised, safe, high quality* care, which pursues perfection and puts SASH in the *top 25%* performers nationally

effective

As a teaching hospital, deliver effective and *sustainable clinical care*, which focus on *outcomes, innovation* and *technology*

caring

Develop the *compassionate* care we provide in *partnership* with patients, staff, families, carers and community services

responsive

Be the hospital of choice for our local people delivering services in response to *the needs of our population*

well-led

Be a *high quality* employer that focuses on *staff health and wellbeing* and delivers *patient-centred, clinically-led, efficient* services.

Trust profile

Surrey and Sussex Healthcare NHS Trust provides emergency and non-emergency services to the residents of east Surrey, north-east West Sussex, and South Croydon, including the major towns of Crawley, Horsham, Reigate, and Redhill. At East Surrey Hospital, Redhill we have 697 beds and provide acute and complex services. In addition, we provide a range of outpatient, diagnostic and less complex planned services at The Earlswood Centre, Caterham Dene Hospital and Oxted Health Centre, in Surrey, and at Crawley Hospital and Horsham in West Sussex.

We provide services across the Surrey and West Sussex County Council areas and work closely with the district, borough and town councils of Reigate and Banstead, Mole Valley, Tandridge, Crawley, Horsham, and East Grinstead. Our services are commissioned mainly by Crawley, Horsham and Mid Sussex, East Surrey, Surrey Downs, and Croydon CCGs.

The trust employs over 4,215 staff across the trust and is proud to have extensive and modern facilities, including MRI and CT scanners, intensive and coronary care units.

For more information, please visit the SASH website: <https://www.surreyandsussex.nhs.uk/>

We are one of the best performing Trusts in England, highlighted by the following recent achievements:

- The Care Quality Commission (CQC) has given us an Outstanding rating
- We are one of the safest hospitals in the country according to CQC's intelligent monitoring
- Our patients are likely to recommend us as we have the best Friends and Family score in the region
- We achieved 100% for cleanliness in the latest PLACE scores
- Our staff are among the most motivated in the country and are proud to recommend our Trust as a place to work and be treated, according to the latest staff survey
- New Frailty, Ambulatory and Surgical Units opened in 2017/18.
- This has helped us become one of the top 100 NHS employers according to the HSJ.

Services currently provided by the Trust:

Surgery – General Surgery and Urology, Trauma and Orthopaedics, Gynaecology, ENT, Ophthalmology and Dental services provided principally at East Surrey Hospital.

Specialist Maternity Services and services for Children including those for new-born babies with a 20-cot neonatal unit with capacity for 3 intensive care cots based at East Surrey Hospital. There is a paediatric walk-in centre at Crawley Hospital.

General Medicine – including Care of the Elderly, Cardiology, Diabetes, Gastroenterology, Rheumatology, Dermatology, Genito Urinary Medicine, Respiratory Medicine, Neurology, Clinical Oncology and Haematology services. Stroke services are at Crawley together with medical rehabilitation.

The major Accident and Emergency and Trauma Centre is based at East Surrey Hospital which is supported by an established Acute Medical Unit and Surgical Assessment Unit.

10 Intensive care beds and 6 high dependency beds, operating theatres, and dedicated Day Case facilities.

10 main operating theatres at East Surrey Hospital which have recently been subject to a £15m refurbishment. We also have a Surgical Short Stay Unit with 4 theatres at Crawley Hospital with overnight stay facilities.

A range of Diagnostic (X-Ray and Pathology including 24-hour CT scanning), Therapy and clinical and non-clinical support services.

A full range of community services, community hospitals and clinics are provided jointly with a range of community providers.

Mental health services are provided through our well-established links with local Mental Health Trusts.

We have developed a strategic and clinical partnership with Brighton and Sussex University Hospitals NHS Trust, becoming an Associated University Hospital of Brighton and Sussex Medical School which is one of the most oversubscribed medical schools in the country. It has a strong reputation for educating and training health professionals, teaching science and advancing research. It is also consistently highly regarded by its own students in annual university surveys.

All junior doctors are based at East Surrey Hospital and some travel to Crawley Hospital for outpatients, theatres, and specialist services.

Trust Activity:

| | 2016/17 | 2017/18 | Change |
|-----------------------------------|---------|---------|--------|
| A&E Attendances (All) | 96148 | 99071 | 3.04% |
| Non-Elective (Emergencies) | 34238 | 36326 | 6.10% |
| Maternity | 5074 | 5139 | 1.28% |
| Births | 4546 | 4516 | -0.66% |
| Outpatients | 363989 | 374156 | 2.79% |

Elective (planned) care:

| | | | |
|--------------------------------|-------|-------|--------|
| Day Cases | 34367 | 36185 | 5.29% |
| Elective Inpatients | 4524 | 5184 | 14.59% |
| Regular Day Attenders | 7771 | 7281 | -6.31% |
| Total elective activity | 46662 | 48650 | 4.26% |

Management arrangements

| | |
|---|------------------------|
| Chairman | Dr Richard Shaw |
| Chief Executive | Angela Stevenson |
| Chief Medical officer | Dr Ed Cetti |
| Chief Financial Officer/Director of Estates | Paul Simpson |
| Chief Nurse | Jane Dickson |
| Chief Operating Officer | Dena Marshall |
| Chief of People and Culture | Elizabeth Nyawade |
| Director of Corporate Affairs | Colin Pink |
| Director of Kaizen | Sue Jenkins |
| Director of Strategy | Anouska Adamson-Park |
| Director of Outcomes | Dr Richard Brown |
| Chief Clinical Information Officer | Dr Tony Newman-Sanders |
| Director of Information and Technology | Ben Emly |
| Chief of Pathology | Dr Bruce Stewart |
| Chief of Education | Dr Sarah Rafferty |

The Trust's management arrangements are based on a system of Clinical Divisions. These are as follows:

| | |
|--|------------------------|
| Chief of Medicine | Dr Ben Mearns |
| Chief of Surgery | Mr Ian Maheswaran |
| Chief of Women and Child Health | Miss Karen Jermy |
| Chief of Cancer Services | Dr Tony Newman Sanders |
| Divisional Director of Medicine | Cynthia Quainoo |
| Divisional Director of Surgery | Natasha Hare |
| Divisional of Women & Children's Health | Bill Kilvington |
| Divisional Director of Cancer and Deputy COO | Alison James |

The Urology Department

The post holder will join the existing team of seven Consultants, an associate specialist, and 6 other middle grade level doctors in the department. The work will involve working with the consultants in a variety of sub-specialities on a rotational basis, including on-calls. Contribution to the on-call rota would be 1 in 6, weekdays and weekends. There is a busy general urology practice and all consultants' sub-specialise. We work closely with the St Luke's Cancer Network. The department also has a number of specialist nurses supporting Cancer, Cystoscopy, and Stones.

The Department of Urology has undergone considerable change over the last ten years and with expansion of the Trust and relocation of acute surgical services on one site, this role will support its continued growth to meet the needs of an expanding and ageing population. The high standard of the urology departments work was recognised at the last external peer review. This is an exciting time to join the unit where we are working on a number of projects, as well as adopting novel new treatments to ensure that the unit is delivering a world class gold standard of care and is at the forefront of new treatments.

The department offers plenty of scope for research and audit, as per the applicant's interests and needs. There will be adequate support towards furthering educational and career needs of the successful candidate. In the past the department has had several speciality doctors successfully supported through their career progression and development.

Predominantly based at East Surrey Hospital, the successful candidate may be required to work across all hospital sites, which include services at Crawley and Horsham.

This is an accommodating, helpful and progressive department which is a part of a successful and progressive Trust which is one of the few rated outstanding in the country.

The Urology department has an Investigation suite based on the East Surrey Hospital Site and linked to the Urology ward, Buckland, delivering a wide range of nurse led services such as Urodynamic studies, TWOC clinics, catheter care, etc. The Suite also hosts a doctor run hot clinic for emergency and ward attenders.

Consultant Medical Staff

| | |
|----------------|------------------------------------|
| Mr J Henderson | Clinical Lead/Consultant Urologist |
| Prof A. Rane | Consultant Urologist |
| Mr M Swinn | Consultant Urologist |
| Mr S Khan | Consultant Urologist |
| Mr J Durrant | Consultant Urologist |
| Mr P Papikinos | Consultant Urologist |
| Vacant | Locum Consultant Urologist |

Main duties and key responsibilities

- Assessment, care, and treatment of patients presenting to the specialty.
- Teaching and training staff in other medical disciplines, nursing, and support staff as appropriate.
- Communication with on-take firms as appropriate
- In conjunction with the admitting clinical teams and the wider health economy to develop and implement integrated Urological and emergency care pathways throughout the Trust
- Participation in relevant audit and quality assurance processes.
- Abide by the Clinical & Corporate Governance policies of the Trust.
- Participation in the on-call rota and to provide cover in exceptional circumstances.

Emergency Cover

The Consultant Urologists provide specialist urology cover for emergency admissions within the Trust. When on call they are supported by a specialist middle grade urology doctor or Associate specialist. The SHO on call for urology will also at times be covering general surgery. The timetables of the urologists provide scheduled urology operating theatre sessions Monday to Friday inclusive, and some cases are dealt with on the emergency (CEPOD) list.

Junior Medical Staff Support

At present there are three SHOs or equivalent grade working within the department who also cover general surgery when on call in the evening. There are also two nominated FY level doctors. The department has also recently established a CT1/2 level Clinical Fellow post the support the workload and offer a Urology specific developmental route for junior doctors.

This is an outline job description designed to give an overview of the responsibilities of the post. The post holder will be expected to be flexible to respond to change and organisational need. The post holder will also be expected to contribute to the wider corporate and organisational needs of the Trust as appropriate.

General

Information Governance

Whilst employed by the Trust you may have access to patient or staff information, this information must be kept confidential and must not be disclosed to anybody other than when acting in an official capacity. The unauthorised use or disclosure of patient or other personal information is a dismissible offence for Gross Misconduct under the Trust's Disciplinary Policy and could also result in criminal prosecution. All staff must work in accordance with the General Data Protection Regulation (GDPR) and familiarise themselves with the Trust's information governance and related policies and procedures.

If this post involves the collection, entry, change or deletion of any data items either electronic or manual (e.g., the Trust Patient Administration System) it is your responsibility to ensure that as far as is reasonably possible, you have ensured that those details are accurate and up to date.

If this post manages members of staff, it is your responsibility to ensure that these staff is made aware of Trust policies and procedures relating to their area of work and to ensure that these are always followed. This post must also ensure that staff receives adequate and relevant training required by them to enable them to carry out their duties.

All employees must familiarise themselves with and adhere to all Trust policies and procedures including the following:

- Risk Management Policy and Strategy
- No Smoking at Work
- Equal Opportunities in Employment, including the Disability Discrimination Act
- The Caldicott Principles

Safeguarding vulnerable adults, children, and young people

All Trust employees have a responsibility to safeguard and promote the welfare of vulnerable adults, children, and young people. As such, you have a duty to familiarise yourself with the Trust adult and Child Protection Procedures and Guidelines which are accessible on the intranet.

No Smoking Policy

Surrey and Sussex Healthcare NHS Trust is a smoke free Trust covering trust premises, grounds, and any trust owned vehicle. Staff should not smoke during their working hours and will be protected from passive smoking both in the Trust and whilst making home visits.

Research

The Trust manages all research in accordance with the Research Governance Framework, a copy of which is available on the Trust Intranet Site. As an employee of the Trust, you are required to comply with all reporting requirements, systems and duties of action put in place by the Trust to deliver research governance standards

Intellectual Property

From time to time during the normal course of your employment you may generate Intellectual Property (IP) which may have value in the delivery of better patient care. Where such Intellectual Property (IP) is created in the course of your employment or normal duties then under UK law it will generally belong to the Trust, unless agreed otherwise in writing between you and the Trust.

The Trust management procedures for Intellectual Property (IP) have been approved by the Trust Board and can be found on the Trust Intranet Site. Trust Procedures are consistent with the Management Framework for Intellectual Property (IP) of the Department of Health. You are required to comply with these procedures.

Clinical Governance

The Trust has a comprehensive clinical governance programme, and the appointee is expected actively to engage in it. For example, this includes participation in clinical audit, morbidity/mortality meetings, reporting of incidents and near misses and responding to complaints. The appointees are expected to play an active role in the continued development of the service in such a way as to consider the views of patients and their carers. The appointee will be required to be appraised on an annual basis and attend mandatory training.

Audit

All clinicians are required to participate in audit meetings. The post-holder will be required to make contributions to departmental, trust-wide, and National audit projects. The Trust currently runs a monthly programme of audit and clinical governance activities on a half-day rolling basis to which all clinical staff is expected to attend. The Clinical Effectiveness and Audit Committee approve all audit projects including Trust-directed audit. The post holder will be expected to contribute to the development and reporting of Clinical Quality Standards and Key Performance Indicators.

Research

The Trust manages all research in accordance with the Research Governance Framework, a copy of which is available on the Trust Intranet Site. Employees of the Trust are required to comply with all reporting requirements, systems and duties of action put in place by the Trust to deliver research governance standards.

Continuing medical education

Doctors are eligible for an annual allowance towards continuing medical education. Please refer to the Trust policy for information on study/professional leave. It is the responsibility of all clinicians to maintain their CPD.

Appraisal and Revalidation

The Trust expects all clinical staff to undergo a formal appraisal on an annual basis

Teaching

There are excellent postgraduate facilities in the education centre at SASH run by the enthusiastic PGEC team. The Trust has attained associated teaching hospital status and hosts medical students from several universities. All of our universities have expanded their student numbers recently, which will result in increases in our student placements in the coming years and opportunities exist to develop joint educational posts with the medical schools in the form of honorary lecturer roles.

East Surrey Area

East Surrey has an enviable reputation as one of the most sought-after Home Counties in the UK. Equal distance between the South Coast and London, the county is a leafy suburb with access to some of the most popular schools in the country. The county provides an ideal place to settle with children and is a great base to explore the delights of the Surrey Downs. The City of Brighton provides a mixture of vibrant nightlife and unique shopping experiences and is in easy reach by road and rail link.

Home to the famous Ascot Ladies Day and Epsom Derby Horse Race, the county also has several well-known National Trust places including Box Hill, an area of outstanding natural beauty.

With Gatwick Airport on the doorstep, the location provides excellent access to the UK's second largest airport and a gateway to Europe and further afield for those wanting to explore.

Sunshine Day Nursery (located at East Surrey Hospital)

Open between 07.00 and 18.00, Sunshine Day Nursery is open 52 weeks of the year except for bank holidays, Christmas, and New Year's Eve.

We have a large outside play area for the children to enjoy and explore, with a castle, climbing frame/slide and soft play area with sensory garden. There is a canopy that runs along the 2/5's playrooms so the children can access the garden in all weather. All rooms have access to the garden via double patio doors.

Sunshine Day Nursery is committed to helping parents balance work/life responsibilities by providing high quality childcare and education. We offer a friendly, professional, safe, and stimulating

environment for your child. As a team we are caring, reliable, enthusiastic, and passionate about what we do. We believe by providing an enabling environment and meeting children's individual needs, this creates a good start in your child's life. This is achieved by furthering their development which promotes the foundations of their early education. We recognise that the child's expert and prime educators are their parents/carers and build excellent relationships with parents. This is shown through parents returning with siblings and recommending us to their friends and colleagues. We also pride ourselves on our low staff turnover.

Person Specification

| Essential | Desirable | Evidenced by |
|---|--|---|
| Qualifications | | |
| <ul style="list-style-type: none"> - Full GMC registration with licence to practice | <ul style="list-style-type: none"> - FRCS or equivalent | <ul style="list-style-type: none"> - Application and interview |
| Experience | | |
| <ul style="list-style-type: none"> - 5 years post qualification - 5 years urological surgery | <ul style="list-style-type: none"> - Higher surgical training | <ul style="list-style-type: none"> - Application and interview |
| Knowledge, Skills and Competencies | | |
| <ul style="list-style-type: none"> - Ability to work in teams. - Must be able to offer expert clinical opinion on a range of problems both emergency and elective with the specialty - Demonstrates the ability to take full and independent responsibility for clinical care of patients - Ability to use the evidence based and clinical audit to support decision making | | <ul style="list-style-type: none"> - Clinical audit - Application and interview |
| Behaviours and Values | | |
| <ul style="list-style-type: none"> - Flexibility in shift/working patterns to meet the needs of the service - Is able to participate as a team member - Is of good health and good character as per NMC requirements - Willing to accept additional responsibilities as delegated by senior staff - Displays SASH Values: - <i>Dignity and Respect</i> - <i>One Team</i> - <i>Compassion</i> - <i>Safety and Quality</i> | | <ul style="list-style-type: none"> - Application and interview |

| Teaching & Research Experience | | |
|--|--|---|
| <ul style="list-style-type: none"> - Experience of teaching and training SHOs - Experience of audit - Publications in referred journals - Ability to apply research outcomes to clinical problems. - An awareness of current specialty specific developments and initiatives - | <ul style="list-style-type: none"> - Ability to supervise postgraduate research - Publications in referred journals - Evidence of having undertaken original research | <ul style="list-style-type: none"> - Application and interview |
| Management and Administrative Experience | | |
| <ul style="list-style-type: none"> - Ability to organise and prioritise workload effectively - Ability to organise and manage outpatient priorities - Experience of audit management and conducting clinic audit | <ul style="list-style-type: none"> - Further surgical training | <ul style="list-style-type: none"> - Application and interview |