

MID CHESHIRE HOSPITALS NHS FOUNDATION TRUST

SURGERY AND CANCER DIVISION

JOB DESCRIPTION

Post:	Specialty Doctor in Urology
Responsible to:	Clinical Lead, Urology and Associate Medical Director, Surgery and Cancer Division
Accountable to:	Chief Executive Officer
Base:	Leighton Hospital, Crewe

THE POST

This is a replacement post in the Urology Department at Leighton Hospital. It is a great opportunity for an enthusiastic individual to join a well-established team and to contribute to the excellent reputation of the service. It is expected that the successful applicant will have experience in the urology specialty as they will be expected to undertake outpatient clinics, flexible cystoscopy sessions, and theatre sessions for basic procedures independently or with some supervision initially. This post is a full-time post and will include an on-call commitment for the Urology Service. The Specialty Doctor will be expected to work flexibly to ensure smooth running of the Department and emergency service.

THE APPOINTMENT

The successful candidate will be based at Leighton Hospital, Crewe in the Urology Department, Surgery and Cancer Division.

The post is offered on a full time, or job share basis, the job plan being intended for a full time appointment with an opportunity to modify this if the post is offered on any other basis.

The successful applicant must have full registration with the GMC and continue to hold a Licence to Practise.

THE UROLOGY DEPARTMENT, SURGERY AND CANCER DIVISION

The self-contained dedicated urology outpatient Unit is based at Leighton Hospital, Crewe, with additional outpatient activity at Victoria Infirmary, Northwich.

There are 7 Consultants within the Urology Department, who have additional specialist interests as well as supporting core urological practice:-

Mr M Siraj	Endourology /Complex Stone Surgery, Clinical Lead
Mr N Jordan	Endourology /Complex Stone Surgery
Mr C Seipp	Andrology/Female Urology/Reconstruction
Miss M Lyttle	Female & Functional Urology
Mr O Feyisetan	Endourology / Stone Surgery
Mr O Shareef	Cancer Lead
Mr S Emara (Locum)	Endourology

The Consultants are supported by 2 Specialty Trainees from Health Education England North West, 1 Core Trainee, 2 GP Trainees, 3 Specialty Doctors, 1 Advanced Nurse Practitioner, 5 Nurse Specialists (including 3 oncology dedicated), and a range of other nursing and administrative support.

The Department has an excellent regional reputation in Specialty Urological training and teaching. It is a popular rotation amongst trainees due to the clinical exposure provided, and actively encourages audit and research with presentations and publications made at local, regional, and national level in the last year alone.

The Department has sub-specialist interests in Endourology (including complex stone work), as well as Female Urology (including a tertiary referrals for patients with painful bladder syndrome) and Erectile dysfunction. The Unit has a high workload in Uro-oncology, and works in close partnership with our cancer network partners at Stepping Hill Hospital, Stockport (where all laparoscopic and robotic cancer work is carried out), and The Christie Hospital, Manchester to provide a comprehensive service for all urological cancers.

All Consultants are involved in General/Core Urology, working in a multi-disciplinary fashion with our Specialist Nurses. The Unit is also involved in developing pathways for managing common urological problems with local commissioning groups.

The sub-division accepts emergency and elective admissions from the South Cheshire area. The reputation of the services also attracts referrals from outside South Cheshire. Future developments within the sub-division are designed to meet changing health care needs.

FACILITIES

Leighton Hospital is a large District General Hospital for the South Cheshire area, which was opened in 1972, and became a Foundation Trust in April 2008. It has approximately 540 beds and serves a population of 280,000. This area is mainly rural but within its boundaries are the towns of Crewe, Nantwich, Winsford, Northwich, Middlewich and Sandbach. The hospital is situated two miles from Crewe town centre in pleasant surroundings.

The urology service at Leighton Hospital is based in a self-contained dedicated urology out-patient unit. The service shares an in-patient ward with the other specialist surgical specialties of ENT and Ophthalmology. The Child and Adolescent Unit provides in-patient beds for all paediatric emergencies, a treatment room and 10-day case surgical beds available for all specialties.

A modern theatre and critical care facility provide a state-of-the-art environment, including two fully integrated theatres. There is a dedicated surgical admissions lounge and a refurbished Treatment Centre which provides a day case facility for flexible cystoscopies and day case activity.

The out-patient suite has 3 consulting rooms, a treatment room and recovery room. In addition, clinics are held at the Victoria Infirmary, Northwich.

The services for urology at Leighton Hospital are managed by a Service Manager and Modern Matron. The nursing services include a Unit Manager, two Macmillan Cancer Nurse Specialists, an Advanced Nurse Practitioner and a Nurse Practitioner.

Services provided on the unit include continence and complex catheter care, urodynamics, second-line erectile dysfunction therapies, intra-vesical chemotherapy clinics, PTNS, Transperineal biopsies and a biweekly lithotripsy service.

The post holder will be provided with secretarial support, office facilities and a computer with appropriate IT support and Internet access.

CLINICAL RESPONSIBILITIES

- To undertake ward rounds
- To operate under both general and local anaesthetic
- To undertake outpatient clinics seeing both old and new patients
- To participate in the teaching of junior doctors, medical students and members of the nursing profession
- In addition, he/she will be expected to take responsibility for, initiate and take an active part in the research projects relating to the working of the Urology Department
- To undertake audit and CME
- To participate in the Urology emergency on call rota
- To undertake administration work of the Department and be expected to dictate summary records on patients
- So far as is consistent with the proper discharge of the above duties the post holder undertakes to deputise from time to time for absent colleagues
- The post holder undertakes exceptionally to perform additional duties in the case of emergencies and unforeseen circumstances
- The post holder undertakes exceptionally to be available for such irregular commitments outside normally rostered duties as are essential for continuity of patient care

JOB PLAN

A formal job plan review will be undertaken between the appointee and the Clinical Lead, three months after the commencement date of the appointment. This job plan will be agreed by the Associate Medical Director.

The job plan will be reviewed at least annually by the Clinical Lead. The job plan will be a prospective agreement that sets out the Specialty Doctor's duties, responsibilities and objectives for the coming year. It will cover all aspects of the Specialty Doctor's professional practice including clinical work, teaching, research, education and managerial responsibilities.

It will also include a schedule of commitments both internal and external in addition to personal objectives. These will correlate to the wider service objectives.

Information from the job plan is passed to the Associate Medical Director as per Trust policy. If a Specialty Doctor fails to agree their annual job plan with the Clinical Lead, the Trust does have a formal appeals mechanism in place.

An example job plan is shown below. The sessions may change depending on service needs but will be planned and discussed with the post holder with at least six weeks' notice where possible.

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	OPD	Flexible Cystoscopy	Theatre	MDT/Admin – Weeks	OPD
PM	Admin	SPA	Theatre	OPD	Flexible Cystoscopy 1 in 3 weeks

The post is offered at 10 Programmed Activities and includes 1 SPA. This will include 1 PA for Admin and 1.5 PAs for on-call. The remaining 6.5 PA's will consist of clinics, flexible cystoscopy lists, and theatre sessions arranged as the service demand dictates. Where possible these will be fixed sessions to provide some standardisation to the week.

QUALITY IMPROVEMENT

The Trust has a monthly rolling half day for quality improvement. The post holder will be expected to participate in the Departmental Quality Improvement Programme and time and facilities will be made available as required.

EDUCATION AND TRAINING

The post holder will be required to undertake Continued Professional Development (CPD). The Trust supports the requirements for continuing education as laid down by the Royal College, and is committed to providing time and financial support for these activities. In addition the post holder will be required to attend mandatory and essential training in line with the Trust policy.

The post holder will be expected to lead a team of junior staff during on-call duties providing guidance and support.

CONTINUOUS IMPROVEMENT

The post holder will be expected to:

- Support the Trust's commitment to developing a continuous improvement culture by making everyday improvements as part of your job using Improvement Matters, the Trust's single continuous improvement approach.
- Role model the behaviours of an improver displaying; curiosity, humility, compassion, reflective practice, open-mindedness to try new ideas, self-discipline.
- Take personal responsibility for the role you play in actively contributing to creating a culture which promotes learning as opposed to blame and supports colleagues to embrace change.
- Coach and enable others to innovate and make improvements happen in their area of work using Improvement Matters as the Trust's single improvement approach

INTEGRATED OVERNANCE

The post holder will be expected to:

- Contribute to the management of clinical risk by reporting clinical incidents and near misses
- Contribute to achieving CQC standards where appropriate
- Ensure that record-keeping of medical staff meets both the Trust's and the Division's standards

HEALTH & SAFETY

The post holder will be expected to:

- Attend Occupational Health for health surveillance / vaccination following accidents as laid down by Trust policies.
- Attend health and safety training as required
- Contribute to the delivery of the organisation's health and safety responsibilities to staff, patients and others where appropriate.
- Ensure that the post holder's practice and practice of junior staff complies with health and safety guidelines and that any deficiency in health and safety systems or documentation are reported to the manager of the area concerned

APPRAISAL

The Trust has arrangements in place to ensure that all doctors have an annual appraisal with a trained appraiser and are supported through the revalidation process.

The post holder is responsible for ensuring that he / she has an annual appraisal in accordance with the Trust Policy.

GENERAL MANAGEMENT / ADMINISTRATION

The post holder will be expected to:

- Provide leadership / direction within the specialty.
- Deliver a team approach to care through the establishment of explicit lines of communication, ensuring that the roles and responsibilities of doctors and nursing staff are clearly defined and recorded to ensure clarity
- Participate in multidisciplinary forums to ensure that patients receive care appropriate to their needs.

EQUALITY & DIVERSITY

The Trust is committed to valuing diversity in employment, service delivery practices and its general environment. An expectation of all posts within the Trust is that each individual will take responsibility for promoting inclusive and accessible service provision, staff development and a culture that values and respects difference.

INFECTION CONTROL

All staff within MCHFT are required to comply with Infection Prevention and Control (IP&C) policies and procedures as appropriate to their role and responsibilities in their individual work setting. Staff are required to be personally accountable for their actions and be responsible for their own compliance in relation to IP&C policies, protocols or advice.

TERMS AND CONDITIONS

The successful appointee will be employed by Mid Cheshire Hospitals NHS Foundation Trust (MCHFT), subject to national Terms and Conditions as per the Specialty Doctors – England 2021 as amended from time to time. Any changes to National terms and conditions determined at a local level are subject to the Trust's collective bargaining arrangements, which include the Trust's Local Negotiating Committee for medical staffing issues.

Basic Salary

The salary scale is as per the Terms and Conditions of Service as set out in the Specialty Doctors England 2021. The current salary scale is £52,530 rising to £82,400 per annum, for 10 programmed activities per week. Any agreed extra-programmed activities will be paid in addition to the basic salary.

Pay progression will be on the anniversary of appointment and is subject to satisfactory participation in annual appraisal, the completion of a job plan review and agreed personal objectives as set out in Schedule 13 of the Terms and Conditions.

Starting salary will be determined according to the terms and conditions as per the Specialty Doctors England 2021. Where a candidate has service in or outside the NHS which he / she feels should be taken into account in determining the starting salary, this will be considered following the offer of appointment.

Registration

You have to have continuous full registration with the GMC and to continue to hold a Licence to Practice.

Tenure

The appointment is a substantive, whole time/part time position, which unless terminated, will be held until retirement. The notice period is three months by either party.

Annual Leave

Your annual leave entitlement is as per Schedule 17 of the Terms and Conditions. Approval for annual leave will be sought in writing providing at least 6 weeks notice before the first day of proposed annual leave.

SAS Doctors who have completed a minimum of seven years' service in the specialty doctor grade and/or in equivalent grades shall receive an additional day of annual leave and shall be entitled to annual leave at the rate of six weeks and three days a year.	33 days
SAS Doctors who have completed a minimum of 2 years service in the specialty doctor grade and/or equivalent grades, or who had an entitlement of 30 days annual leave a year or more in their immediately previous appointments	32 days
SAS Doctors upon first appointment to the speciality doctor grade and who are not included in paragraph 2 below shall be entitled to annual leave at the rate of five weeks and two days a year.	27 days

Residence

Removal expenses shall be re-imbursed in accordance with the Trust Policy.

Successful candidates are advised not to enter into contractual arrangements for the removal of their home until such time as the formal approval of the Trust is confirmed in writing.

Travelling Expenses

Travelling allowances are paid in accordance with the Terms and Conditions for Specialty Doctors England 2021. Your car must be insured for business use.

FURTHER ENQUIRIES

Further enquiries or informal visits can be arranged by contacting:

Mr Mamoon Siraj– Urology Consultant and Clinical Lead, Leighton Hospital
Email: Mamoon.Siraj@mcht.nhs.uk

Telephone: 01270 272120

Mr Tom Kural – Service Manager, Surgery and Cancer Division

Email: tom.kural@mcht.nhs.uk

Telephone: 01270 278461

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SPECIALTY DOCTOR IN UROLOGY

PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	MBBS or equivalent MRCS	
Fitness to Practise	Full GMC Registration with a Licence to Practise Applicants knowledge is up to date and fit to practise safely	
Eligibility	Evidence of achievement of Foundation competencies (or equivalent) by time of appointment in line with GMC standards in Good Medical Practice including: <ul style="list-style-type: none"> • good clinical care • maintaining good medical practice • good relationships and communication with patients • good working relationships with colleagues • good teaching and training • professional behaviour and probity • delivery of good acute clinical care Evidence of achievement of ST1 & ST2 competences (or equivalent) in a relevant specialty Considerable experience at middle-grade level	
Clinical Skills & Experience	Acute care safe: up-to-date ALS. Out of hours experience relevant to the job. Clinical judgement: experience in making clinical decisions and managing risk. Knows when to seek help, able to prioritise clinical need.	

	<p>Relevant specialty clinical knowledge: capacity to apply sound clinical knowledge relevant to the job, specialty knowledge exam.</p> <p>Practical skills: shows aptitude for practical skills, required in the job.</p> <p>Proven ability to work effectively in different clinical settings required in the job.</p>	
Specialty specific skills related to the post	<p>Basic clinical experience is essential and should have experience working in Urology during his/her F1 or F2 training.</p> <p>Experience in managing routine elective and acute Urological problems including some exposure to paediatric emergencies</p> <p>Current knowledge of Urological treatments and interventions</p> <p>Experience of working in a Multi-Disciplinary Team.</p>	<p>Satisfactory completion of a recognised Urology training programme</p> <p>Postgraduate urological qualification</p> <p>Previous specialty doctor grade urological experience</p>
Communication skills	<p>Effective communication skills: demonstrates clarity in written/spoken communication and capacity to adapt language as appropriate to the situation.</p> <p>Empathy and sensitivity: capacity to listen and take in others' perspectives.</p> <p>Works in partnership with patients: always considers patients preferences when discussing treatment options.</p> <p>Always considers the full impact of clinical decisions on the patients, Practice shared decision making.</p> <p>Directs and supports patients to access the information they need to support decision making.</p>	
Personal Skills	<p>Team working: demonstrated experience working in a team, values the input of other professionals in the team.</p> <p>Managing others & team involvement: capacity to work co-operatively with others and demonstrate leadership when appropriate. Capacity to work effectively in multi-professional teams.</p>	

	<p>Coping with pressure: capacity to operate under pressure. Demonstrates initiative and resilience to cope with setbacks & adapt to rapidly changing circumstances.</p> <p>Problem solving & decision making: capacity to use logical/lateral thinking to solve problems & make decisions.</p> <p>Organisation & planning: capacity to organise oneself and prioritise own work. Demonstrates punctuality, preparation and self-discipline. Understands importance of information technology.</p> <p>Flexible approach to work: able to adapt and work with employers to deliver improved patient care.</p> <p>Equality and diversity: promotes equality and values diversity</p>	
Clinical Governance & Quality Improvement	<p>Clinical governance: Capacity to be alert to dangers or problems. Demonstrates awareness of good decision making. Aware of own limitations. Track record of engaging in clinical governance: reporting errors, learning from errors.</p> <p>Audit: evidence of active participation in audit.</p>	<p>Research Skills: demonstrates understanding of the principles of research, evidence of relevant academic and research achievements (see notes).</p> <p>Teaching: evidence of experience in teaching where required in the job.</p>
Probity	<p>Professional integrity and respect for others: capacity to take responsibility for own actions and demonstrate a non-judgmental approach towards others. Displays honesty, integrity, awareness of confidentiality and ethical issues.</p>	
Commitment to ongoing professional development	<p>Learning and personal development: demonstrates interest in the specialty required for the job. Demonstrates a commitment to maintaining professional skills and knowledge relevant to the role.</p> <p>Demonstrates a willingness to fully engage in appraisal. Self-awareness and ability to accept and learn from feedback.</p>	
Other	<p>Professional integrity and respect for others</p> <p>Meets professional health requirements (in line with GMC standards in Good Medical Practice)</p>	

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