

Job Description

Consultant Urological Surgeon x2 Posts

Full time – 10 Programmed Activities

Fixed term 12 months

Closing Date:

Proposed Interview Date: TBC

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Section 1. Summary of the Posts

We are delighted to have the opportunity to offer two Locum Consultant Urologist positions for a period of 1 year.

The Urology service is at an exciting crossroads at Lewisham & Greenwich Trust, whereby we are currently redesigning the service we provide to our patients of South East London. We are exploring options to develop a state-of-the-art modern Urology Investigation Unit (UIU), to complement the new High Volume Surgical Hub (HVSH) being built on the Lewisham site for all patients in the sector.

We are therefore looking for two motivated and skilled individuals to join our busy, friendly, and innovative department. Excellent communication and team working is essential, particularly given that our consultants work across both our busy acute sites – University Hospital Lewisham and Queen Elizabeth Hospital.

The successful postholder(s) will be pivotal in making decisions on the future direction of the service, working closely with our colleagues at Guy's and St Thomas's NHS Foundation Trust and King's College Hospital NHS Foundation Trust, so a prior background in leading service redesign would be a bonus (but not essential).

Whilst these two positions are fixed term in the first instance, we will be looking to further develop our workforce in 2024 as part of the HVSH work.

Section 2. General details of the post

Title:	Consultant Urology Surgeon
Location:	Queen Elizabeth Hospital main base, working across LGT sites.
New or Replacement Post:	New
Prime responsibility:	Consultant Urological Surgeon
Accountable to:	Clinical Director for Service, Mr. R Niekrash and Divisional Medical Director Dr Khaliq Waqas

Reports to:	Mr R Niekrash
Works with:	Urology Team
Key tasks:	Consultant Urological surgeon with core urology experience

REQUIREMENTS	ESSENTIAL	DESIRABLE	ASSESSMENT METHOD
Qualifications	Basic Medical Degree Postgraduate qualification or appropriate specialist qualification Full GMC Registration with a license to practice Must be on the GMC specialist register or be within six months of CCT accreditation at time of interview FRCS (Urol) Appropriate progression of career to date	Higher Degree for example MD, MS, PhD, FEBU	APPLICATION
Clinical Experience	Relevant post registration experience Sub-Specialty experience Experience in other related sub-specialties Appropriate level of clinical knowledge Knowledge and use of evidence-based practice	Experience at Consultant Level IT Skills Breadth of experience in and outside specialty	INTERVIEW/ APPLICATION/
Clinical Audit	Competent with all core Urological procedures Understanding of clinical risk management An ability to communicate well with patients and staff		INTERVIEW/ APPLICATION/ EVIDENCE
Teaching Experience	Evidence of an interest and commitment to teaching	Recognized teaching qualification	INTERVIEW/ APPLICATION/ EVIDENCE

Section 3. Personal Specifications

Management and Administrative Experience	Able to organize oneself and prioritize clinical need Experience and ability to work in multi-professional teams Understanding of: NHS Clinical Governance Resource Constraints Effective - Confident presentation ability	Evidence of managerial skills: Achievements Course attended	INTERVIEW/ APPLICATION/ EVIDENCE
Research Experience	Understanding of the principles of research Evidence of participation in audit	Research experience Publications Prizes and honours	INTERVIEW/ APPLICATION/ EVIDENCE
Other Attributes	Evidence of Good communication skills, both written and oral Decisiveness/Accountability Excellent and effective interpersonal skills Non-Judgmental approach to patients Flexibility Resilience Thoroughness Initiative/drive/enthusiasm Probity Leadership skills Evidence of: Logical thinking Problem solving Decision making Good references from relevant sources		INTERVIEW/ APPLICATION/ EVIDENCE

Section 4. Full details of the post

A. Job Plan

Flexible to meet needs of the service. Please see below proposed job plans for both fixed term posts.

		Monday	Tuesday	Wednesday	Thursday	Friday
Post 1 Proposal	AM	Flexi list	SMDT mtg + SMDT CLINIC wk1 & 3	Clinic Bladder	Theatre UHL wk. 1 & 3 Theatres UHL wk. 2 & 4	Clinic 2ww
	PM	Admin	MRI / MDT mtg wk. 1 & 3	RAC clinic	Theatre UHL wk. 1 & 3 Admin wk. 2 & 4	Admin

		Monday	Tuesday	Wednesday	Thursday	Friday
Post 2 Proposal	AM	Clinic 2ww	SMDT mtg + CLINIC wk. 2 & 4 Flexible session wk. 1 & 3	Flexi list	Theatres QEH alt week wk. 1 & 3 Flexi list wk. 2 & 4	UHL Theatres weeks 2 & 4 CPD weeks 1 & 3
	PM	Admin	MRI / MDT mtg wk. 2 & 4	Admin/CPD	2 ww clinic wk. 1 & 3 Admin wk. 2 & 4	UHL Theatres weeks 2 & 4 RAC Clinic weeks 1 & 3

** 10PA job plan timetable, including 1 PA for on calls, 7 PA DCC and 2 SPA (1.5 core, 0.25 Educational Supervision, 0.25 for other departmental roles

B. Urology Department at Lewisham & Greenwich NHS Trust

The urology department at L & G NHS Trust is based at QEH site. The urology service at the trust operates from 2 sites: Queen Elizabeth Hospital (QEH) & Lewisham University Hospital (UHL). The urology department has a state of art diagnostic and treatment facilities for general urology, female urology, and oncology (in partnership with GSTT), with special interest in:

- 1- Management of stone disease and Flexible ureteroscopy and laser stone treatment.
- 2- Management of benign prostate disease including bipolar TURP, green laser and Holmium Laser prostatectomy and Urolift.
- 3- Already established urinary continence service with intravesical Botox injection and PTNS with dedicated specialist continence and urodynamic nurses.

The urology elective and main theatre work are allocated to UHL site and all other urology activities including, no-electives, outpatients' clinics, prostate biopsy, day surgery and endoscopy are allocated to QEH site. There are dedicated secretarial and managerial support services on the Queen Elizabeth Hospital site.

The on-call duties cover in-patients in both sites and A&E in QEH site only (UHL A&E remain covered by GSTT).

The On Call will be prospective day on call Monday to Thursday 1:4 and 1:4 weekend.

Staff

2 consultant (1 substantive 1 Locum)
 6 Staff Grade/Senior Clinical Fellow posts
 2 Specialist Registrar (1 vacancy)
 1 GP VTS Trainee
 4 Trust Doctors/Junior clinical fellows
 2 FY1 Doctors

Nurses Staff

2 Urology Cancer Nurse Specialists
 2 Urology Specialist Nurses (continence and urodynamic)
 2 Axillary nurses

Section 5. General Information about the Trust

Trust Profile

Lewisham and Greenwich NHS Trust was established in October 2013, following the integration of Lewisham Healthcare NHS Trust and Queen Elizabeth Hospital in Woolwich. The Trust provides a comprehensive portfolio of high-quality acute healthcare services to a critical mass of more than c.526,000 people living across the London Boroughs of Lewisham, Greenwich, and North Bexley together with a broad portfolio of community services, primarily, but not exclusively, for those living in Lewisham. We are responsible for NHS services at University Hospital Lewisham, Queen Elizabeth Hospital in Woolwich and in a number of community settings throughout Lewisham. In addition, we provide some services at Queen Mary's Hospital in Sidcup. The Trust employs more than 6,000 staff on both the hospital and community sites, which makes us one of the biggest employers in Southeast London.

University Hospital Lewisham itself is in the centre of the London Borough of Lewisham and provides a wide range of elective and emergency healthcare to an urban residential population including people from a broad sweep of socio-economic and ethnic backgrounds. The Trust also provides some emergency and tertiary elective services to residents of neighbouring Primary Care Trusts, particularly Greenwich, Bexley, and Bromley. The hospital site, University Hospital Lewisham, is a campus for the Guy's, King's, and St Thomas's School of Medicine.

Our health professionals also provide care to adults and children across a range of health centres, community clinics, and in patients' own homes within the borough of Lewisham. Adult services include community matrons, district nurses, the diabetes team, the Home Enteral Nutrition (HEN) Team who provide care to people who need to be fed by a feeding tube, and the sexual and reproductive health team. Services for children and young people include health visiting, occupational therapy, physiotherapy and speech and language services.

Queen Elizabeth Hospital is in Woolwich, Greenwich and provides a broad portfolio of primarily acute services for those living in Greenwich and North Bexley. The site currently houses over 520 beds, 7 main theatres, 2-day theatres and state-of-the art imaging and laboratory facilities.

Management Structure

The Trust Board is responsible for policy and the Trust Management Executive is responsible for operational management. The Trust Chief Executive is Ben Travis, and the Trust Board Chair is Val Davison. The Medical Director is Dr Vanessa Purday, Consultant Anaesthetist.

Lewisham and Greenwich NHS Trust has five clinical directorates, each led by a director who is a practicing healthcare professional. These directorates are:

- QEH Medicine
- Lewisham Medicine and Community
- Surgery
- Women, Children and Sexual Health
- Allied Clinical Services (including Cancer)

This structure helps us to draw upon the knowledge of experienced healthcare professionals in the community and hospital, who work closely together. Our focus is on providing the best services where they are needed – be it a hospital, community health clinic or in a patient's own home.

Medical Services

The Trust provides the full range of acute general hospital services: medical, surgical, and emergency services for the local community. We also provide a range of specialist surgical services: ear, nose & throat, vascular and paediatric day care surgery, and services for patients with cystic fibrosis.

As well as hospital services, Lewisham and Greenwich NHS Trust has over 700 staff members in the community, providing and supporting a range of adults' and children's services.

University Hospital Lewisham has 500 beds including a well-equipped 14-bed Critical Care Unit providing level 3 and level 2 care, a 5-bed Cardiac Care Unit and a 46-bed Medical Admissions Unit with 8 monitored beds providing level 1 care. The hospital has a highly rated Stroke Unit linked to the Hyper-acute Stroke Service at Kings College Hospital. The Vascular Surgery Unit at Lewisham Hospital specialises in carotid artery surgery. The hospital has 11 operating theatres of which 2 are dedicated paediatric theatres and 1 is a dedicated obstetric theatre.

Queen Elizabeth Hospital currently houses over 520 beds, 7 main theatres, 2-day theatres and state-of-the art imaging and laboratory facilities.

Academic Activities and Research

The Trust has a well-developed partnership with Kings Health Partners (KHP), an Academic Health Science Centre (AHSC) for Southeast London and works closely with them in the delivery of local clinical services, research, education, and training activities. The Trust is part of the London (South) Comprehensive Local Research Network and of the South London Academic Health Science Network (AHSN). The Trust plays a part in the well-established clinical networks, predominantly for specialist services, including Cancer, Cardiac, Stroke, Maternity and Neonatal services, across Southeast London. Participating in these networks provides access for local people to tertiary centres for high quality specialist care whilst ensuring patients are able to receive much of their care closer to home

Location, Housing and Transport

There is a wide variety of housing available in the North Kent area and many of the consultant staff live in nearby Blackheath, Bromley, Beckenham, or Greenwich where there are good state and public schools as well as a variety of shopping centres.

University Hospital Lewisham

Most of the hospital wards overlook the Ravensbourne River and Ladywell Park with lawn tennis courts and a recreation area. The hospital is located on Lewisham High Street and is very well served by public transport: bus, rail, and DLR. Ladywell station is only five minutes walk from the hospital through Ladywell Park and provides a convenient quarter hourly train service. Ladywell Station is on the railway line between Hayes in Kent and London Bridge or Charing Cross in Central London. Lewisham Station is 10-minute walking distance or a short bus ride away from Lewisham Hospital. Trains from Victoria, Cannon Street and London Bridge Stations run through Lewisham Station to all areas of Kent. The DLR terminates at Lewisham Station.

Bus routes to Lewisham High Street are as follows:

208-Orpington via Bromley, 54-West Croydon, P4-Brixton, 199-Canada Water, 47- Deptford, 284-Grove Park Cemetery, 75-Croydon via Sydenham, 122-Crystal Palace/Plumstead, 136-Peckham/Grove Park, 185-Victoria, 484-Camberwell.

Furthermore, a cycle-to-work scheme is actively promoted by the Trust.

Queen Elizabeth Hospital

The hospital is located on Stadium Road and is well served by public transport: bus and rail. Charlton, Woolwich Dockyard, and Woolwich Arsenal are only a short bus ride away from the hospital. All stations are a short train journey from London terminals.

Several buses stop outside or close to the hospital, including: **161, 178, 244, 291, 386, 469, 486.**

Section 6. General Conditions of Appointment

Main conditions of service

In September 2003 a new national contract for NHS consultant medical staff was agreed between the Department of Health and the BMA. All appointments are offered on these new Terms & Conditions of service (full details of these are available from the Medical Personnel department). The basic salary for a whole-time consultant reflects a commitment of ten programmed activities per week. Salary for part-time appointments will be paid on a pro rata basis.

Occupational Health: All appointments are subject to Occupational Health clearance and will only be confirmed when this has been given.

Salary: Appointment will be offered at an appropriate point on the Consultant's scale.

Superannuation: The post is superannuable unless you opt out of the scheme or are ineligible to join and your remuneration will be subject to deduction of superannuation contributions in accordance with the National Health Service Superannuation Scheme.

Annual Leave:

Number of years of completed service as a consultant	
Up to seven years	Seven or more years
32 *	34 days*

*Inclusive of 2 statutory days

Pro rata for part time staff

Both annual leave and study leave require six weeks notice to be given in advance and are subject to the service needs and the clinical director's approval, which shall not be unreasonably withheld.

Study Leave: 10 days per annum

Residency: The post holder will be required to live within 10 miles by road or within 30 minutes travelling time from the hospital. Medical Personnel can supply the Trust's Relocation Policy

Responsibilities: The list of duties given is not an exhaustive list and the post holder may be asked to undertake other duties in line with this grade of post as may be required by the Clinical Director from time to time.

Annual Appraisal: All Consultants in the Trust have an annual review of their job plans and appraisals with the Clinical Director which incorporates CPD requirements. This is conducted in line with National Guidelines.

Office Space and Secretarial Support:

The Consultant will be provided with a shared office and there is shared secretarial support

Section 7. Application and Visiting Information

Applications

Applications for the post should be submitted in the form of the completed online application form on:

http://jobs.lewishamandgreenwich.nhs.uk/job_list/s2/Medical_dental?ts=1

Please also attach your CV

If you are not on the specialist register, please can you provide latest evidence/ confirmation that you will be on the specialist register or have a CCT within 6 months of interview date. Please note that this is required for the shortlisting panel.

Lewisham & Greenwich NHS Trust

Recruitment Department at Queen Elizabeth Hospital: Adetoun Adebiyi Team leader:

Email: Adetoun.adebiyi@nhs.net

Further information and to arrange a site visit:

Mr. Ramon Niekrash, Clinical Lead for Urology at LGT. Secretary Sophie Juby:

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Ms. Karin Hofmeijer, General Manager Surgery at LGT, 0208 836 4971 or

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