

Substantive Consultant Urological Surgeons 11PAs 3 posts

Title:	Consultant Urological Surgeons, 3 posts (11 PAs)
Location:	West Suffolk Hospital, Bury St Edmunds, Suffolk
New or Replacement Post:	Replacement
Accountable to:	Chief Executive – Dr Ewen Cameron
Professionally Accountable to:	Executive Medical Director – Dr Paul Molyneux
Responsible to:	Clinical Director: Mr Marcos Martinez Del Pero
Responsible Officer:	Executive Medical Director – Dr Paul Molyneux

Thank you for considering a role at the [West Suffolk NHS Foundation Trust](#)

First for our patients, staff, and the future

Our **patients** are at the centre of everything we do. The quality of care that we provide is our driving force.

We strive to deliver the best patient outcomes and experience in the most appropriate setting available. We are committed to joining up services locally, collaborating with our partners and supporting our staff to make continuous improvements – no matter how big or small – that challenge us all to raise our standards.



We believe our **staff** must take good care of each other, so together we can take good care of our patients. We aim to build a fair, open, and learning culture that is inclusive and supports all staff to develop their careers. We want to be recognised as a great place to work.

Advancing our digital and technological capabilities to better support the health and wellbeing of our communities is vital. We want to be at the forefront of these changes and have an opportunity to progress this through the planning of a new healthcare facility. Together with patients, public and staff, we will shape health and care services that are fit for current and **future** needs, helping people to stay well and get well.

Our values

We believe that how we do things is just as important as what we do.

Our Trust values of fairness, inclusivity, respect, safety, and teamwork (FIRST) are the guiding principles and behaviours expected of our staff and which run through our organisation.

We use them to improve the services we provide to our community and the way that we work as a team and with our partners. As a member of our team, you will need to live these values, placing them at the heart of everything you do.



[You can find out more about our vision and values by reading our five-year strategy **First for patients, staff, and the future** here.](#)

Job summary:

- Maintenance of the highest clinical standards in the management of all urological patients.
- To share with colleague's responsibility for the day-to-day management of the Urology Department.
- Teaching and training of junior medical staff, nursing staff, and medical students.
- To actively participate in both departmental and Trust matters concerning Clinical Governance and audit.
- To have responsibility for ensuring active participation in continuing professional development (CPD).
- To promote the development of multi-disciplinary teams and shared responsibility for the provision of care to patients.
- To develop innovative working practices, and to support the growing clinical contribution of non-medical staff.
- To work effectively within a team and communicate well with patients, General Practitioners, and hospital colleagues.
- To ensure patients are involved in decisions about their care and to respond to their views.

Draft Job Plan

The exact timetable will be finalised in discussion with the general manager of surgical services and the existing colleagues as it is anticipated that some of the existing consultant sessions will change with the re-structuring of the urology department and changes to the on-call provision.

MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
Clinic	Admin	Theatre	Free	SPA
XR meeting and MDT	Clinic BSE	Theatre	Diagnostics	Clinic

- MDT x 1 PA
- SPA time: x 1.5 PA
- On Call: x 1.5 PA
- Admin: x 1 PA

The job will start as an 11 PA job but will be reviewed at six months and reassessed.

The trust delivers services to patients seven days a week and aims to provide equality of treatment and outcome regardless of the day of the week. To meet these aims and changing service requirements, the trust may need you either to work temporarily outside of your core hours or to permanently change your core working days and hours. The trust will give you reasonable notice, where possible, of temporary changes to your days or hours of work and will consult with you and/or your staff representatives about substantial permanent changes, but ultimately, these are changes which may be required of you.

Duties of the Post

Duties and Responsibilities of the Post

This is a new consultant post to help to continue to manage the workload of the department. As the sixth and seventh consultant the appointee will complement the work of the existing four Consultants and supplement the speciality interests of the other consultants. The successful candidate will take a full and equal share in the out of hours service. The appointee will be expected to participate in the development of and all other activities of the department.

Responsibilities

- The new appointee will be expected to have a broad understanding of urological diseases and their treatment, and it is hoped that he/she would have a specialist interest which links well with existing post holders.
- On call 1:6 with prospective cover for urological emergencies including children over the age of 3 years old with acute scrotal pain. Intermediate cover in hours is provided by either the Urology speciality Registrar or CT2 in Urology. Intermediate cover out of hours is provided either by surgical registrars or core trainee or FY2 with pre-registration house surgeons on the general surgery/urology rotation providing 1st on call.
- To develop, implement and refine joint care protocols based on evidence-based practice. To conduct patient management in line with such protocols.
- To work with colleagues to audit activity and undertake research to ensure uniformly high standard of care.
- To participate in the teaching of undergraduates and other professional groups and to provide clinical supervision and training of junior hospital doctors.
- To participate in continuing professional development activities and in the Trust's appraisal and assessment processes, which include formal annual appraisal, and in revalidation.

Research And Development

West Suffolk Hospitals NHS Trust has a number of research and development projects underway within various clinical specialities. The R&D Manager will guide researchers through methodology, funding, and research governance. Work within the Urology Department itself has led to peer reviewed publications appearing on a regular basis over many years.

Clinical Governance

There is a wide-ranging clinical governance programme across the Trust, supported by specialist staff. Clinical involvement in clinical audit and collaborative care planning is of paramount importance. Clinicians are generally expected to use proven and agreed clinical guidelines.

Mentoring

The new appointee will be supported and mentored for the first six months of the post – it will be provided by one of the consultants in the department, depending on the appointee's choice.

Revalidation

The Trust has the required arrangements in place to ensure that all surgeons have an annual appraisal with a trained appraiser and supports surgeons going through the revalidation process.

The Surgery Division

Surgery is one of 3 divisions within the Trust and is managed by the Associate Director of Operations (ADO), along with the Head of Nursing, two Clinical Directors, and Finance and Performance Manager. The ADO and the Senior Operations Manager are responsible for the operational management of the division. The Urology service is directly supported by an Assistant Service Manager who also supports other surgical services and is further supported by an administration team. The Head of Nursing for the surgical division is responsible for nursing care and is supported by the Senior Matron Team with the service itself directly supported by Urological Clinical Nurse Specialists.

The Department of Urology

Urology beds are shared with general surgery in two mixed-sex wards.

There is open access to paediatric beds. A limited paediatric emergency surgical urology service is provided by the team. The appointee will not be expected to cover any elective paediatric clinical activity.

The operating department comprises nine theatres, including three ultra-clean theatres and a recently upgraded recovery suite, together with an operating theatre dedicated to providing emergency services. We offer LA trans-perineal prostate biopsies, green light laser, and Holmium laser prostate surgery, Urolift and two 50W holmium lasers (one in day surgery). We are well equipped with new rigid and flexible ureteroscopes and a comprehensive selection of consumables.

Flexible cystoscopy (with state-of-the-art Olympus flexible cystoscopies), uro-dynamics, nurse-led and Consultant andrology clinics and intra-vesical chemotherapy clinics.

ESWL is provided by the regional mobile supplier and overseen by a Nurse Specialist with an associated Stone MDT.

Outreach clinics are held in the surrounding towns of Newmarket, Thetford, and Sudbury. The new appointment would be expected to undertake outreach clinics to fit with the rest of the department after consultation.

The eight-bedded intensive care unit has recently been substantially enlarged and upgraded. A high dependency facility has recently been opened. There is a 24-hour recovery unit attached to theatres.

There is also a stand-alone day surgery unit with three theatres and a comprehensive programme of expanding Urology Day Case procedures with day case TURBT, Urolift and ureteroscopy for stones already established.

There are currently two oncologists with urological interest, Dr Alex Martin, and Dr Cathryn Woodward. A chemotherapy clinic is held in the dedicated MacMillan oncology unit with in-patient chemotherapy.

A fully supported and attended weekly multi-disciplinary urological cancer meeting (MDT) which links into the regional specialist MDT at Addenbrooke's on Monday. In addition, we are developing a new Stone MDT. The new post holder will be expected to contribute actively to these meetings.

Paediatric Emergency urology is provided for those over three years of age, and elective and outpatient paediatric urology is provided by visiting consultants from both Norfolk and Norwich Hospital and Addenbrookes.

Consultants currently perform 1:5 weeks as consultant of the week 0800-1800 with a separate night rota. The St. Nicholas Hospice is on the West Suffolk Hospital site and provides ready access to palliative and terminal care. The trust employs two full-time Macmillan nurses.

Teaching And Postgraduate Medical Education

There is a well equipped and active Postgraduate Medical Education Centre, which provides a varied programme of lectures, and regular weekly meetings organised in a wide variety of specialities. There is an excellent multi-disciplinary library which is well stocked with textbooks, standard journals, CD ROM journals, and there is a computer room with access to Medline, the Internet and E-mail on a 24-hour basis.

The appointee will be expected to take an active part in teaching the doctors in training in the urology department as well as medical students. Regular audit sessions are held. The hospital is a popular training placement for both medical students and doctors in training; most of the specialist registrars are on regional rotations and there are trainees within the speciality.

Undergraduate Medical Education

The West Suffolk Hospital hosts undergraduate medical students from the University of Cambridge, specifically the Cambridge Graduate Course in Medicine (CGCM). The CGCM provides a fast track four-year course for students who hold an existing degree. The course started in 2001 with 21 students being admitted. In September 2018 the course increased to 41 students. The hosting of the CGCM has seen an investment in education on the hospital site, with the education centre being built to provide improved educational facilities for the hospital and attached community services and general practices. The Education Centre includes the provision of library and lecture theatre facilities, the Undergraduate and Postgraduate Medical Centre, and the Practical Clinical Skills Centre.

Continuing Professional Development

There is a strong support for CPD within the Trust, under the direction of the medical director, clinical tutor, and speciality tutors. All consultants are encouraged to undertake CPD in accordance with the Royal College guidelines.

The post holder will be expected to participate in the annual appraisal system, be cognisant of the General Medical Council's "Good Medical Practice" and be responsible for his/her own revalidation with the General Medical Council.

The Trust is committed to providing time and financial support for these CPD activities.

Research and Development

West Suffolk NHS Foundation Trust has a number of research and development projects underway within various clinical specialities.

Clinical Quality

There is a wide-ranging clinical governance programme across the trust, supported by specialist staff. Clinical involvement in clinical audit and collaborative care planning is of paramount importance. Clinicians are generally expected to use proven and agreed clinical guidelines.

Accommodation

Office space and secretarial support will be made available, and the appointee will have a computer and access to the Internet and email. We are committed to providing equitable working conditions to the other consultants in the department.

Secretarial Support

There is a team of 4.4 WTE PAs who provide equitable secretarial support.

Further Information and Visiting

Applicants requiring further information about the post are invited to contact Miss Emma Gordon on (01284) 712549 or emma.gordon@wsh.nhs.uk at the West Suffolk Hospital, Bury St Edmunds, who would be pleased to meet prospective candidates. Appointments may be arranged via the department secretaries.

Application Information

Application

Applications are welcomed from those wishing for personal reasons to work part-time or those wishing to job share. If such persons are appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues.

Applications to be submitted in the form of:

- i. **A completed TRAC application form giving the names of three referees** and confirmation that you are on the Specialist Register of the General Medical Council and hold a Licence to Practise, or state the date at which you were awarded, or expected to be awarded, your CCT (Completion of Specialist Training, or equivalent).
- ii. **Closing date for applications: Tuesday 16th of July 2024**
- iii. **Interview date: Thursday 22nd of August 2024**
- iv. **Interview Expenses: Please speak to Medical Recruitment on 01284 713740 regarding Trust policy**

Main Conditions of Service

1. The appointment will be subject to the Terms and Conditions – Consultants (England) 2003 as approved by the Trust Board and as amended by the Board from time to time.
2. The appointment is on a whole-time basis. A candidate who is unable for personal reasons to work full-time will be eligible to be considered for this post. The ability to work part-time only should be indicated when applying and, if such a person is appointed, modification of the job plan will be discussed and agreed between yourself and the clinical director/general manager.
3. If the Consultant appointed chooses to contract on a whole-time basis and wishes to undertake private practice, this private work must be carried out in accordance with the Code of Conduct for Private Practice.

4. Consultants are expected to provide cover for colleagues for leave and other authorised absences from duty upon a mutually agreed basis.
5. Arrangements for annual leave: This is arranged by mutual agreement of consultant colleagues and approval of the Clinical Director and General Manager, in accordance with standard Trust/NHS regulations. It is essential that six weeks notice is given to allow for proper planning and prevent cancellations of patients' appointments/surgery.
6. All Consultants have a continuing responsibility for the care of patients in their charge and for the proper functioning of their department and are required to undertake the administrative duties associated with that responsibility.
7. The successful candidate will be required to reside within ten miles or 30 minutes travelling time of Bury St Edmunds.
8. The Trust requires the appointee to have and maintain full registration with the General Medical Council and hold a Licence to Practise. Medical and Dental Staff are advised to continue to be members of one of the medical defence organisations.
9. The present salary scale is £99,532 to £131,964 per annum, plus an on-call availability supplement if appropriate. The successful candidate will commence on the minimum of the scale unless advised differently during the appointment process.
10. This post is exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. Applications are, therefore, not entitled to withhold information about convictions which, for other purposes, are "spent" under the provisions of the Act and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the West Suffolk Hospitals NHS Foundation Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the Order applies.
11. Health Questionnaire – Prior to taking up appointment, the successful candidate will be required to pass a Health Assessment from the Occupational Health Department and provide evidence of Hepatitis B status from a United Kingdom Trust or Public Health Service Laboratory.
12. The Trust is committed to carefully screen all applicants who will work with children and vulnerable people and the successful applicant will therefore be required to obtain an Enhanced Disclosure Check (Police Check). Further information can be obtained from the Human Resources Department.

13. On appointment, removal expenses may apply to this appointment. For further information, please contact Medical Staffing, on (01284) 712744.