



West Hertfordshire
Teaching Hospitals
NHS Trust

JOB DESCRIPTION

LOCUM CONSULTANT UROLOGICAL SURGEON

Our Organisation

West Hertfordshire Teaching Hospitals NHS Trust is an acute trust providing hospital services to over 500,000 people living in Hertfordshire and north London. It has three hospitals (Watford General, St Albans City Hospital and Hemel Hempstead Hospital). The trust also manages an outpatient physiotherapy unit at Abbots Langley. The Watford site is by far the biggest and is the focus for the trust's emergency and specialised care. The trust provides a range of more specialist services to a wider population, serving residents of north London, Bedfordshire, Buckinghamshire and east Hertfordshire.

We employ around 5,000 staff and over the course of a year treat nearly a million people, including 150,900 people attending our emergency services, nearly half a million via outpatient clinics and deliver about 4,600 babies.

There has never been a more exciting time to join West Hertfordshire Teaching Hospitals NHS Trust!

The Trust is in line to receive government funding for major redevelopment works with construction due to start on new buildings in 2024. Plans include a new building at Watford General Hospital to house all clinical services with our hospitals at Hemel Hempstead and St Albans being refurbished throughout with some new buildings.

But our redevelopment is not just about new buildings. Each of our three hospitals will have a clearer role and a higher level of specialist care. This is a unique chance to be at the forefront of national efforts to transform how healthcare is provided for local people. Our hugely experienced project team of senior clinicians, architects, planners and construction experts have shaped our plans which embrace the latest best practice, including advances in design and digital healthcare.

The Trust is delighted to have recently been awarded Teaching Hospital status in recognition of its wide and well-renowned role in educating doctors, nurses and other healthcare professionals. We have recently opened a multi-storey car park at Watford General Hospital.

We encourage and welcome people with disabilities. If you need help, please ask.

Meet the board

August 2023

(v) Voting member



Phil Townsend (v)
Chairman

Matthew Coats (v)
Chief Executive



Jonathan Rensison (v)
Vice Chair
Chair of Charity Cttee
Care of the Elderly Lead
Learning from Deaths
Lead, Maternity Lead

Ginny Edwards (v)
Chair of Quality Cttee
Non Executive Director
Freedom to Speak Up
Lead

Harvey Griffiths (v)
Chair of Finance Cttee
Non Executive Director

Natalie Edwards (v)
Chair of PERC
Non Executive Director
Health and Wellbeing
Lead

Edwin Josephs (v)
Chair of Audit Cttee
Non Executive Director
Security Lead and
Doctor's Disciplinary Lead

Helen Davis
Chair of GPC
Associate Non Executive
Director

Professor Ann Griffin (v)
Non Executive Director
Lead on Teaching Status



Toby Hyde
Chief Strategy and
Collaboration Officer

Paul Bannister
Chief Information Officer
and Senior Information
Risk Officer

Kelly McGovern (v)
Chief Nurse and Director
of Infection Prevention
and Control

Andrew McMenemy
Chief People Officer

Don Richards (v)
Chief Financial Officer

Mary Bhatti (v)
Acting Chief Operating
Officer

Dr Michael van der Watt
(v)
Chief Medical Officer and
Director of Patient Safety

Alex White
Chief Redevelopment
Officer

In Attendance



Dr Andy Barlow
Divisional Director for
Medicine

Mr Drostan Cheetham
Divisional Director for
Surgery, Anaesthetics
and Cancer

Mr William Forson
Divisional Director for
Women's and Children's
Services

Dr Rachel Hoey
Divisional Director for
Emergency Medicine

Martin Keble
Divisional Director for
Clinical Support Services

Mitra Bakhtiar
Director of Midwifery and
Gynaecology Nursing

Find us online @WestHertsNHS



www.westhertshospitals.nhs.uk



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For more details, please see link below.

<http://www.westhertshospitals.nhs.uk/about/trustboard.asp>

Our Hospitals



Watford General Hospital

Watford is the main site for emergency and specialist care. The clinical services include:

- Women's and children's services, including a consultant-led delivery unit, midwife-led birthing unit, antenatal and postnatal clinics
- Emergency care, including accident and emergency, acute admissions unit
- Ambulatory care unit, acute wards, intensive care unit and emergency surgery
- Planned care, including outpatients and complex surgery
- Medical care, including cardiology, care of the elderly, dermatology, endocrinology-diabetes, gastroenterology, haematology, neurology, respiratory, rheumatology and stroke
- Clinical support, including X-ray, CT, MRI, ultrasound, pathology, pharmacy, radiology, physiotherapy, occupational therapy and dietetic services

Hemel Hempstead Hospital

The clinical services offered at Hemel Hempstead include:

- Antenatal and community midwifery
- Outpatients
- Step-down beds for patients
- Urgent care centre
- Medical care, including endoscopy and cardiac lung function testing
- Diagnostic support, including X-ray, CT, MRI, ultrasound and non-urgent pathology

St Albans City Hospital

St Albans is our elective, ie pre-arranged and non-emergency, care centre. The clinical services offered include:

- Antenatal and community midwifery
- Outpatients
- Minor injuries unit
- Elective and day surgery
- Clinical support, including X-ray, ultrasound, mammography and blood and specimen collection



We have a set of values that governs everything we do at work, from making difficult decisions to how we work with our colleagues. Our values give us all a common purpose and help patients, as well as their family and friends, to know what to expect of everyone they meet when they visit one of our hospitals.

There is also evidence that where positive values are understood and followed by all staff, patients receive better care.

Opportunities for development

As a Trust, we offer excellent educational and development opportunities for all staff. With strong links to the local universities, we offer an extensive portfolio of courses and programmes ranging from personal development through to leadership and management skills.

Our Leadership Academy develops leaders for the future and our induction introduces new recruits to the values of the organisation and provides important information about the benefits offered to our staff.

Staff health and wellbeing

We believe in supporting staff and promoting a positive work and life balance. Our Balance4Life programme offers staff a wide range of regular health and wellbeing events and activities, including fitness classes, health checks, talks and seminars.

Local information

Our hospitals are a great place to live and work. We are close to the beautiful Hertfordshire countryside and historical places of interest, with great shopping, excellent restaurants and a vibrant night life. There is a wide variety of leisure, cultural and recreation facilities within the locality and there are excellent schools with a variety of primary, secondary, grammar schools and sixth form colleges available.

We have first rate transport links with central London, which is easily reached within 30 minutes by rail travel. Bus services run between the train stations and Watford Hospital. The M25 is approximately 15 minutes due north and all three towns are within easy reach of London and Heathrow and Luton airports.

Hemel Hempstead is close to London and served by the M1, and M25 motorways. There is a rail link from London (Euston) to Hemel Hempstead that takes approximately 25 minutes.

St Albans is 25 minutes from London, close to the M25 and M1 and only 17 minutes by rail from London via the Thames Link.

For more information about the work of our hospitals, please visit: www.westhertshospitals.nhs.uk.

You can also join our 5,000+ followers we have on Twitter (www.twitter.com/WestHertsNHS or @WestHertsNHS) or 'like us' on Facebook (www.facebook.com/WestHertsNHS).

You can view photos from our hospitals on our Flickr page: (<https://www.flickr.com/photos/westhertsrhs>)

JOB DESCRIPTION

LOCUM CONSULTANT UROLOGICAL SURGEON

This post is for a substantive 10PA Consultant post for a one-year period with the possibility of a substantive post in line with the departments long term strategy and vision.

An interest in functional and female urology would be an advantage, but not essential. The candidate will be expected to manage and operate on general adult urology patients and take part in the general urology on call rota, as do the rest of the consultant team. We have highly trained clinical nurse specialists who independently carry out urodynamics and out-patient clinics.

With the recent purchase of 2 CMR Robots, to assist us in delivering world class cancer treatment to the patients of West Herts, there is scope to develop new robotic urology services for our patients.

The candidate will take part in regional, specialist and local multi-disciplinary team meetings.

We have access to 3 lasers across 2 sites (Watford and St Albans), which allows us to provide the full gamut of endourological care including primary ureteroscopy on the CEPOD Emergency list (7 days a week). We have recently invested in a 140w Laser which can be used for complex stone management, and minaturised PCNLs.

We also run an alternate weekly Endourology and Stone Meeting, for complex cases which is also used as an opportunity for teaching. West Herts has access to a mobile lithotripter on a fortnightly basis, with aspirations to move to a fixed site, regional model for Hertfordshire, moving alongside plans for construction of a standalone Urology Investigations Unit (UIU) at the St Albans site which has now been approved by the trust board.

A flexible team-player, who is dynamic, accommodating and has the *drive* to help develop our services. You will join a team of 7 Consultant colleagues, who provide a range of specialist urological treatment, to deliver a 1 in 8 on-call service that provides Consultant-delivered care in the form of an elective activity-free, Consultant-of-the-Week (CotW) model of care. There is associated 24/7 middle grade support for on call

urology services at West Herts, providing comprehensive emergency urology care for our population. Administrative support is shared across 4 secretaries, each with 2 Consultants. The successful candidate will also partake in a 1 in 7 weeknight and weekend on call providing acute adult and paediatric urology care. Although there is no formal provision for mentoring, this is something the trust is working towards and Consultants within the department have a strong culture of mentoring new consultants particularly with specialist operations. Time will be allocated for travel between sites where required. Office space will be available at both the St Albans and Watford General Hospital sites.

Consultant Body and subspecialist interest:

*Locum appointments

Mr Taufiq Shaikh (Clinical Lead)	Endourology and Stones (Including PCNL)
Mr Freddie Banks	Paediatric Urology, Open Upper Tract, Lower Tract (HoLEP)
Mr Jacques Roux	Upper Tract Robotics, Lower Tract (HoLEP)
Mr Vimoshan Arumham (Part time)	Endourology and Stones, Urodermatology
Miss Yaalini Shanmugabavan diagnostics	Paediatric Urology, Prostate cancer
*Mr Angelos Christofides	Superficial Bladder Cancer
*Mr Ankit Desai	Endourology and Andrology

We have 8 Middle Grades, partaking in a 1-in-7, 24hr registrar on-call service (with a registrar-of-the week to mirror the Consultant of the Week service). This consists of 3 Associate Specialists, 2 NTN Trainees (East of England rotation) and 3 Specialty Grade Doctors.

Our junior medical team consists of:

- 2 x Ward F1-level Doctors
- 2 x Ward F2-Level Doctors
- 1 x SHO Grade Urology Admissions oncall 0800-2000
- 1 x Physician's Assistant 0800-1700

Specialist Nursing and administrative Support:

- 2 x Benign Urology Cancer Nurse specialists
- 4 x Uro-oncology Cancer Nurse Specialists
- 1x Uro-oncology Support Worker
- 1 x Advanced Nurse Practitioner

1 x Prostate Cancer Pathway Navigator
1x Bladder cancer pathway navigator

Study Leave

The appointee is expected to maintain 25 points of external CPD per year, to be evidenced in the annual appraisal. Leave is supported by the Medical Education Department and a study leave budget of £500 per year is available, but this is currently under consideration increase to £1000 per year. The Study leave allowance is a maximum of 30 days per 3 year period.

Clinical Governance.

Clinical governance is assuming ever greater importance within the NHS and there is strong emphasis on this area within both sites. The appointee will be expected to contribute and participate in governance activities in depth and breadth. A strong desire to improve governance standards is essential. Clinical Governance meeting occur monthly within the department (during Wednesday lunchtimes) and bi-monthly as part of the Surgical Division. Attendance is Mandatory and Clinical Commitments are cancelled on Clinical Governance half days. A register of attendance is kept at all meetings for evidence in annual appraisal.

Conditions of Service

Any offer of appointment to the post will be subject to the receipt of three references which are satisfactory to the Trust, confirmation by the Occupational Health Department that the pre-employment health screening is acceptable and immunisation against infectious diseases will be required.

The appointment will be made by the West Herts NHS Trust on the recommendation of an Advisory Appointments Committee (AAC), constituted in terms of the National Health Service (Appointment of Consultants).

West Herts NHS trust is legally liable for the negligent acts or omissions of the employee in the course of their NHS employment. Medical staff are advised to ensure that they have defence cover for activities not covered by the Trust Indemnity.

All entrants to the West Herts NHS trust must be certified medically fit and the appointment is conditional on such certification. Arrangements for the medical screening (normally by questionnaire) are the responsibility of the Occupational Health Service.

Termination of the appointment is subject to three months' notice on either side.

The post holder will be subject to the Trust's regulations regarding corporate governance.

Appraisal and Revalidation

Annual appraisal in accordance with GMC regulations is mandatory. Compliance with the Trust's Mandatory training is essential and must be evidenced as part of the Annual Appraisal.

Basic Pay and Pay Thresholds

Basic pay is £93,666 and, subject to satisfactory job planning and review, will rise through annual threshold increases to £126,281. The starting salary for new consultant appointments will be at the minimum of the pay scale in accordance with the Terms and Conditions for Consultants 2003, Schedule 14. Previous service at Consultant level or equivalent may be taken into account when determining the starting salary. An on-call availability supplement equivalent 3% of full time basic salary is payable for participation in the on-call rota.

Conflict of Interest

All applicants to any post within the Trust are required to declare any involvement directly with any firm, company or organisation, which has a contract with the Trust. Failure to do so may result in an application being rejected or, if discovered after appointment that such information has been withheld, this may lead to dismissal.

Criminal Record

In view of the nature of the work this post is exempt from the provision of Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemption order 1975). Applicants are, therefore, not entitled to withhold information about convictions including those which for other purposes are “spent” under the provisions of the Act. You are, therefore, required to declare any pending prosecutions or convictions you may have, even if they would otherwise be regarded as “spent” under this Act and any cautions. In the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by the Authority. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order applies.

It is mandatory for the Trust to check with the police for the existence and content of any criminal record of the successful applicant. Information received from the police will be kept in strict confidence.

The disclosure of a criminal record, or other information, will not debar you from appointment unless the selection panel considers that the conviction renders you unsuitable for appointment. In making the decision the Trust will consider the nature of the offence, how long ago and what age you were when it was committed and any other factors which may be relevant, including appropriate considerations in relation to the Trust’s published Equal Opportunities Policy.

Failure to declare a conviction, caution or bind-over may, however, disqualify you from appointment, or result in summary dismissal/disciplinary action if the discrepancy comes to light. If you would like to discuss what effect any conviction you have might have on your application, in confidence, for advice, please contact a Senior Officer in the Personnel Department.

Hepatitis B

All employees who perform “exposure prone procedures” should be immunised against Hepatitis B. Antibody response should be checked on a regular basis. If successful in being appointed to a post, all employees MUST report to the Occupational Health Department within two weeks of starting in post. Failure to comply with this, or the new regulations pertaining to Hepatitis B, may result in an employee being suspended from duty. For further information, either contact the HR Department or the Occupational Health Department. All matters discussed will remain confidential.

Ionising Radiation Use

Under the Ionising Radiation (Medical Exposure) Regulations 2000 the Trust is obliged to maintain a register of all persons entitled to act as “Practitioners” or “Operators” (i.e. to justify or to carry out a medical exposure) and to keep records of their training.

If your post includes the responsibilities of either “Practitioner” or “Operator” as defined by these regulations you must provide the Trust with evidence of training. This should include evidence of completion of an approved training course plus details of practical experience.

Please note that if, during the course of your duties, you refer a person for a medical exposure you are obliged to provide sufficient relevant clinical information to the Practitioner to justify the use of Ionising radiation. You are expected to follow any guidelines for such referrals, which the Trust provides.

Private Practice

All consultants should adhere to the national Code of Conduct for Private Practice.

Relocation Expenses

Assistance may be given to newly appointed Consultants with part of the cost of their removal expenses, providing (generally) this is the first appointment in the National Health Service and also that the removal is necessary to comply with WHHT requirements concerning the place of residence. This will need to be claimed within the first 18 months of starting employment. Ps: only applicable to substantive employees.

Residential Criteria

It is considered acceptable for new employees to commute a distance that is equivalent to within **30mins** to the hospital (due to the oncall rota), unless there are exceptional circumstances or job requirements that prevent this. Trust staff must be able to contact a consultant by telephone.

Superannuation Scheme

The post-holder will be entitled to join or remain in the NHS Superannuation Scheme, which provides:

- A pension and a tax free lump sum on retirement
- Life assurance cover
- Voluntary early retirement benefits

- Ill-health retirement benefits
- Redundancy benefits
- Family benefits
- Options to increase benefits

For additional information, please visit:

<https://www.nhsbsa.nhs.uk/member-hub/joining-scheme>

Submission and Review of Job Plan

Job plans must be agreed in association with the Medical Director and submitted to the Chief Executive for approval. Changes will be discussed and agreed by these officers and yourself in line with service needs and service redesign.

Further Enquiries

For further enquiries or to arrange a visit, please contact:

Mr Taufiq Shaikh (Clinical Lead)

amelia.beard@nhs.net

07741628544

Proposed Job Plan:

NOTE: *Job plan review for appointee within 6 months of starting post*

WEEK 1

	Monday	Tuesday	Wednesday	Thursday	Friday
AM			Clinic/Other DCC		Theatre SACH
PM	Clinic WGH	SPA	MDT	Clinic HH or UDS	Theatre SACH
EVE					Theatre SACH

7 DCC
1 SPA
1 COTW
1 OOH on call

WEEK 2

	Monday	Tuesday	Wednesday	Thursday	Friday
AM		admin	Clinic/Other DCC		clinic
PM	Clinic WGH	SPA	WGH Theatre (PR)	Clinic or UDS	
EVE			WGH theatre (PR)		

1 SPA
7 DCC
1 COTW
1 OOH on call

** 1 in 8 Consultant of the Week (including weekend) at 1pa

*** 1pa for Consultant overnight oncall during the week

Total PAs: 10

Please note due to Watford theatre reconfiguration and plans for a new Urology Centre based at St Albans, this job plan is subject to change.

Locum Consultant Urologist: Person Specification

	Essential	Desirable
Qualifications	<p>Full registration with the GMC with a licence to practice</p> <p>FRCS Urology or equivalent</p> <p>On the Specialist Register for Urology, holding CCT in Urology <i>or expected to do, within 6 months of interview.</i></p>	<p>MD, PhD or other equivalent higher degree</p>
Clinical Experience	<p>Ability to offer a specialist urological opinion on the full range of adult acute and chronic conditions, including emergencies.</p>	<p>Sub-speciality experience in female and functional urology, including urodynamics</p>
Management/Administrative Experience	<p>Ability to manage and lead junior medical staff.</p> <p>Evidence of working effectively as a part of a multidisciplinary team</p> <p>Willingness to be involved in departmental management.</p> <p>Evidence of initiating, progressing, and completing audit</p> <p>Direct and extensive working knowledge of the UK National Health Service</p>	<p>Completed training in management skills.</p> <p>Ability to initiate and lead service development.</p>
Teaching experience	<p>Experience in education and training of medical staff, nurses, and medical students.</p>	<p>Formal teaching course</p>

Personal attributes	<p>Ability to work in a team.</p> <p>Evidence of IT skills and computer literacy. Able to use spreadsheets, database and PACS systems.</p> <p>Excellent written and verbal communication skills in English</p> <p>Ability to undertake on-call duties, and to reside within a commutable distance.</p> <p>Valid UK driving licence, and able to travel between hospital sites.</p>	
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