

**UNIVERSITY HOSPITALS  
OF DERBY AND BURTON NHS FOUNDATION  
TRUST**

**APPOINTMENT  
OF  
LOCUM CONSULTANT  
IN  
UROLOGY**

**Date: April 2024**

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**SECTION 1: General Details**

|                              |  |
|------------------------------|--|
| <b>Title:</b>                | Locum Consultant in Urology  |
| <b>Sites:</b>                | Queens Hospital Burton<br>Includes a requirement to work across other UHDB sites should the need arise |
| <b>Prime responsibility:</b> | Provision of Urology services for Derbyshire / Staffordshire and the surrounding areas                 |
| <b>Accountable to:</b>       | Executive Medical Director: Gisela Robinson  |
| <b>Reports to:</b>           | Associate Clinical Director Mr S Kulkarni QHB  |
| <b>Terms and Conditions:</b> | Terms & Conditions of Service for Consultants (England) 2003.  |
| <b>Tenure:</b>               | 11 Month Fixed Term  |
| <b>New or Replacement:</b>   | New  |
| <b>Contracted Hours:</b>     | Whole time appointment with a work commitment of 10 PA's per week, and 1:6 on-call rota for Urology    |

## SECTION 2: Person Specification

| <b><u>REQUIREMENTS</u></b>                        | <b><u>ESSENTIAL</u></b>   | <b><u>DESIRABLE</u></b>   |
|---|---|---|
| <b>Qualifications</b>                             | <ul style="list-style-type: none"> <li>• MBBS or equivalent</li> <li>• Possession of FRCS Postgraduate Qualification</li> <li>• GMC registration with a license to practice at time of application.</li> </ul>  | <ul style="list-style-type: none"> <li>• Additional higher medical /scientific degree relevant to the specialty</li> <li>• Full GMC registration with a license to practice at time of application OR within 6 months of receipt of Certificate of Completion of Training (CCT) at time of interview</li> </ul> |
| <b>Clinical Experience</b>                        | <ul style="list-style-type: none"> <li>▪ Ability to offer expert opinion &amp; take full &amp; independent responsibility for clinical care of patients across the wide spectrum of urological disorders.</li> <li>▪ Full higher surgical training in UK or equivalent elsewhere or have worked at consultant level in Urology.</li> <li>▪ Evidence of training will be required for procedures the appointee will undertake in this role.</li> </ul> | <ul style="list-style-type: none"> <li>▪ Willingness to learn and expand all aspects of Urology.</li> </ul>   |
| <b>Management &amp; Administrative Experience</b> | <ul style="list-style-type: none"> <li>▪ Ability to organise &amp; manage patient priorities e.g. out-patients bookings and elective procedures.</li> <li>▪ Ability &amp; willingness to work within the Trust &amp; NHS performance framework &amp; targets.</li> <li>▪ Commitment to Continuing Professional Development &amp; the requirements of clinical governance.</li> <li>▪ Ability to lead junior medical staff</li> </ul>                  | <ul style="list-style-type: none"> <li>▪ Ability to encourage &amp; consolidate service development including use of protocols &amp; guidelines.</li> <li>▪ Attended a management course for consultants</li> </ul>   |
| <b>Teaching Experience</b>                        | <ul style="list-style-type: none"> <li>▪ Experience of &amp; commitment to teaching undergraduates &amp; postgraduates</li> <li>▪ Experience of supervising F1, F2 trainees.</li> <li>▪ Ability to &amp; experience of teaching clinical skills</li> </ul>  | <ul style="list-style-type: none"> <li>▪ Specific teaching qualification</li> <li>▪ Experience of teaching basic clinical skills to under-graduates</li> <li>▪ Attended a recognised teaching training course</li> </ul>  |

|                                    |   |   |
|------------------------------------|---|---|
| <b>Audit / Research Experience</b> | <ul style="list-style-type: none"> <li>▪ Experience of &amp; commitment to clinical audit</li> <li>▪ Ability to assess &amp; apply evidence based research into every day clinical practice.</li> <li>▪ Willingness to participate in research</li> </ul>   | <ul style="list-style-type: none"> <li>▪ Ability to supervise audit &amp; research</li> </ul>   |
| <b>Communication</b>               | <ul style="list-style-type: none"> <li>▪ Ability to communicate effectively with patients, carers, professional colleagues &amp; other staff.</li> <li>▪ Experience of formal presentations</li> <li>▪ Evidence of ability to work as part of a MDT, sharing administration duties.</li> <li>▪ Ability to direct &amp; motivate team members</li> </ul>   |   |
| <b>Personal Qualities</b>          | <ul style="list-style-type: none"> <li>▪ Caring attitude to patients &amp; carers.</li> <li>▪ Personal integrity &amp; reliability.</li> <li>▪ Enquiring critical approach to work.</li> <li>▪ Leadership skills.</li> <li>▪ Willingness to learn new skills</li> <li>▪ Negotiating &amp; influencing skills.</li> <li>▪ Willingness to innovate &amp; develop new methods.</li> <li>▪ Demonstrates a positive attitude</li> <li>▪ Ability to cope with difficult and demanding situations</li> </ul> | <ul style="list-style-type: none"> <li>▪ Willingness to undertake additional professional responsibilities at local, regional or national levels</li> </ul> |
| <b>Other</b>                       | <ul style="list-style-type: none"> <li>▪ Eligible to reside &amp; work in the UK</li> </ul>   |   |

## **SECTION 3: Duties & Responsibilities of the Post**

### **3.1 Duties & Responsibilities of the Post**

In addition to any specialist interests all Locum consultants will be involved in providing a general clinical service to the Trust.

- i. Provision with consultant colleagues of a Urological service to Staffordshire, Derbyshire & surrounding areas with responsibility for diagnosis & treatment of patients at the hospitals & clinics at which you have duties.
- ii. Responsible for the continuing care & treatment of patients in your charge & personal performance of clinical duties as agreed in your job plan, allowing for all proper delegation to & training of your staff.
- iii. Provision of an out-of-hours service with consultant colleagues including on-call rota commitments.
- iv. Active participation in undergraduate and post graduate education, including training sessions for foundation years, specialty registrars and medical students.
- v. Provision of cover for your consultant colleagues during reasonable periods of leave including care of patients & supervision of doctors in training.
- vi. Responsible for the professional supervision, training and management of junior medical staff, carrying out teaching, examination and accreditation duties as required & contributing to postgraduate and CPD activity locally and nationally as appropriate.
- vii. Participate in clinical audit under local arrangements.
- viii. Commitment to entering patients into MRC trials where appropriate (if the appointee has an interest in research this would be supported by the Trust & the Division).
- ix. Commitment to taking part in annual appraisal process.
- x. Responsible for compliance with personal continuing professional development requirements with the support of the Trust. It is mandatory for all Consultants to keep up to date with evidence based practice.
- xi. Responsible for maintaining awareness of and acting in accordance with professional guidelines such as "Duties of a Doctor", "Good Medical Practice", and the "GMC Performance Procedures".

- xiii. Exceptional requirements to undertake additional duties for limited periods within geographical area specified above or undertake duties at other hospitals in the event of a major disaster or incident.

### 3.2 Job Plan

A job plan will be agreed between the appointee & the Associate Clinical Director, on behalf of the Executive Medical Director.

The duties will be subject to review from time to time in light of the changing requirements of the service. If alterations to the duties are required these will be mutually agreed between the appointee & the Associate Clinical Director with the approval of the Clinical Director.

All job plans are reviewed annually following team & individual job planning meetings. The appointee will be expected to participate in this.

The job plan is a prospective agreement setting out a consultant's duties, responsibilities & objectives for the coming year. It covers all aspects of professional practice including clinical work, teaching, research, education & managerial responsibilities. It provides a clear schedule of commitments both internal & external. In addition, it includes personal objectives, including details of their link to wider service objectives & details of the support required by the consultant to fulfil the job plan & objectives.

The job plan for the first 3 months is on average 10 programmed activities per week, is based on the provisional timetable shown below & reviewed following an appraisal meeting. It is recognised that the balance of the job plan will need to be discussed with the appointee

#### Provisional Job Plan

A final Job Plan will be agreed with the Clinical Director and reviewed after 3 months. The number & timing of clinics will vary depending on the special interest of the consultant.

For a full-time contract:

- Direct Clinical Care: **8.5 PA's on average** per week  
*(Includes clinical activity, clinically related activity, Predictable & unpredictable emergency work)*
- Supporting Professional Activities: *(includes CPD, Audit, teaching & research)* **1.5 PA's on average** per week

All full-time appointments commence with a job plan PA allocation of 1.5 SPAs. It is anticipated the activities carried out during SPA time may change from year to year therefore the PA split will be reviewed annually in the job planning round. Where an increase in SPAs is agreed between the Trust and the appointee, the activity carried out in SPA time and its location will be

included in the job plan along with clear objectives. Within the available SPAs, it is recognised that the appointee should devote appropriate time to consolidating their subspecialty interest and developing the service. The needs of the individual will be given due consideration within the job plan to meet these aims.

Proposed timetable to be confirmed, however this will include a mix of outpatient and elective commitments with some community sessions.e

### **3.3 On Call Availability**

There is “on-call” commitment for providing an out-of-hours emergency service, on a shared basis with other Consultants within the Department for which an on-call availability supplement is payable. The successful candidate must reside within 10 miles or 30 minutes traveling time of the hospital when on-call unless agreed otherwise with the Executive Medical Director.

### **3.3 Teaching**

The appointee will be expected to share with colleagues, responsibilities in teaching and training medical students within the Urology Department. S/he will also undertake teaching & supervision of trainees & other junior staff and participate as a core member in the MDTs

### **3.4 Study & Training**

The appointee is expected to participate in professional continuing medical education; study leave is provided for this purpose, & the appointee will be entitled to apply within the set limits in line with other consultants in the Trust. Study leave allocation is 30 days over a three-year period.

### **3.5 Research**

The Trust comprises research-active Teaching Hospitals with a developing culture of research and innovation across the whole organisation. All clinicians are expected to engage in research, development & innovation according to their subspecialty interests.

Engagement of clinical staff in research covers a spectrum of involvement, ranging from awareness of the studies and trials taking place in their areas, to assisting with the identification of research participants, to those who win research funding and assume the role of Chief Investigator for multi-centre trials and studies.

Consultants who wish to undertake research require the approval of the Trust R&I Department and relevant ethical approval and must adhere to the National Framework for Research Governance.

### 3.6 Clinical Governance

All members of staff have a responsibility to abide by all clinical governance policies, practices and codes provided by the Trust and have an equal responsibility with management for developing and maintaining appropriate systems and practice for maintaining safe working practices. The post holder is expected to demonstrate a firm commitment to the principles of clinical governance, including:

- Co-operating and liaising with clinical governance committees and leads as appropriate and developing a programme of personal continuing professional education and development, within available resources and within the workload and priorities of the service.
- Attending and contributing to the Trust's Clinical Governance Programme, including the Trust's Clinical Incident Reporting systems, Adverse Incident Policy and other umbrella policies.
- Encouraging and promoting an open climate within the Trust to enable training grade staff to participate fully in Trust wide programmes.

Copies of Trust wide clinical governance policies are available on the Trust intranet site. The postholder will participate in clinical governance activities, including clinical audit, clinical effectiveness, risk management and quality improvement activities as required by the Trust and external accrediting bodies.

## SECTION 4 - The Department of Urology

### 4.1 Introduction

There are 4 Clinical Divisions within the Trust:

- Surgery
- Medicine
- Women's and Children's
- Cancer, Diagnostics and Clinical Support

### 4.2 Specialty of Urology

The Urology department forms part of the Surgery Division.

**Divisional Director:** John Williams, **Clinical Director:** John Quarmby,  
**Associate Clinical Director:** Shashank Kulkarni (QHB)

The present medical & senior nursing staff establishment within the department at Derby (RDH) and Burton (QHB) site is as follows:

| <b>NHS Consultants</b>  | <b>Specialty Interest</b>                           |
|---|---|
| Mr Richard Stanford RDH   | Stone disease                                       |
| Mr Simon Williams RDH   | Laparoscopic Upper tract Surgery                    |
| Mr Stephen Thomas RDH   | Robotic Pelvic Cancer Surgery                       |
| Mr Amjad Peracha RDH  | Female Urology                                      |
| Mr Mike Henley RDH  | Stone disease                                       |
| Mr Hywel Satherley- RDH   | Stone disease                                       |
| Mr Sadmeet Singh RDH  | Robotic Pelvic and Laparoscopic Upper tract Surgery |
| Miss Shaista Ahmed  | Core Urology  |
| Miss Kassie Ball  | Stone disease                                       |
| Mr Kunjan Patel   | Locum Consultant                                    |
| Mr Yogit Wagh   | Robotic Pelvic Cancer Surgery                       |
| Mr George Delves QHB  | Functional Urology                                  |
| Mr Manu Nair QHB  | Prostate and Testicular Cancer/Stones               |
| Mr Shashank Kulkarni QHB  | Stones/Erectile Dysfunction/Testicular              |
| Mr Khaled Farrag  | Consultant  |
| Mr Muhammad Moazzam QHB   | Locum Consultant                                    |
|   |   |
| <b>Trainee Medical Staff</b>  |   |
| 3 Registrars at RDH and 1 at QHB  | 1 Advanced Nurse Practitioner QHB                   |
| 2 Speciality Doctors (one vacant) and 1 at QHB to be appointed            | 8 Clinical Nurse Specialists QHB                    |
| 1 Teaching Fellow   |   |
| 2 Clinical Fellows and 1 at QHB   |   |
| 1 CT2   |   |
| 4 F1 Doctors at RDH plus 9 at QHB supporting General Surgery and Urology. |   |
| 10 Clinical Nurse Specialists   |   |
| 4 Clinical Nurse Specialists (continence)                                 |   |

The Urology Department provides a comprehensive urological service and benefits from excellent support services. The Trust serves Staffordshire, Burton town, the city of Derby and surrounding areas, for urological oncology this represents a population of well over 1 million people and forms part of the University Hospitals of Derby and Burton.

The current consultants have a special interest in Urological sub-specialities, which include video urodynamics and Urology/erectile dysfunction, urinary continence and prostate cancer. Specialised patient services available include one stop haematuria clinics, erectile dysfunction clinics, continence management and one-stop prostate assessment clinics.

In 2014 the Trust invested in minimally invasive robotic surgical equipment, which is based in Derby hospital and the Urology department were the pioneers in the delivery of robotic surgery for patients. This exciting development continues to evolve, and the Urology team are currently performing up to 4 days of robotic operating per week. The Trust have worked closely with Da Vinci and have sought the

expertise of world renowned prostate surgeons in support of the roll out of this project. The multi-speciality robotic programme is up and running and the unit at Derby now has 2 robotic platforms.

The Urology department in Burton is based on the newly opened 2<sup>nd</sup> floor of the treatment centre, with access to dedicated outpatient facilities, including a new day unit for diagnostic work including prostate biopsies and urodynamic studies.

Day case surgery is performed in the treatment centre in Burton. Urology have dedicated theatres in within the 6 bedded theatre suite and access to the overnight stay ward.

One stop haematuria clinics and flexible cystoscopy sessions are performed in a dedicated treatment room in the treatment centre.

Inpatient surgery at Burton is performed in the main site theatre suite, this suite is shared and is made up of 4 inpatient theatres and an emergency theatre.

There is also access to dedicated Urology sessions in the day case theatre, endoscopy suite, treatment room and day unit in Sir Robert Peel Hospital in Tamworth, this enables us to provide day case services locally for patients where appropriate.

At the Derby site there is a permanent fluoroscopic screening facilities and two dedicated theatres are incorporated, allowing retrograde pyelography, ureteric stent insertion, percutaneous nephrolithotomy and TURP to be performed under general anaesthesia. A fixed Storz lithotripter is used for four sessions per week. Inpatient operating taking place in a nine theatre suite with dedicated urology theatres. One of the Urology theatres is equipped with HD Audio-visual facilities (STORZ OR1).

Inpatient beds are situated in two shared ward, one male ward and one female ward on the main site. The Derby site have a dedicated Urology ward and both hospitals benefit from support from on-site Intensive Care/HDU facilities and full paramedical services.

Most acute urological and surgical referrals are admitted via the dedicated Surgical Assessment Unit and the Emergency Department.

## **SECTION 5 - Main Conditions of Appointment**

The appointee will enjoy terms based on the nationally agreed Terms & Conditions of Service for Consultants (England) 2003. All appointments will be subject to:

### **Occupational Health Clearance:**

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

### **Criminal Records Disclosure and Check:**

The position is exempt from the Rehabilitation of Offenders Act 1974 (as amended in England and Wales).

It is legally permitted to ask for and consider any information relating to unspent (current) and spent (old) criminal convictions, police cautions, final warnings or reprimands which are not protected (or filtered out) by the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975 (Amendment) (England and Wales) Order 2013.

Where relevant to the role, the organisation may also ask you to provide any information about any investigations and/or formal action taken against you by a regulatory or licencing body which may have had an impact on your professional registration and/or fitness to practise in your chosen profession. Any information you declare when completing this form will be verified by undertaking a follow-up check with the relevant body. It will also include carrying out an enhanced disclosure through the Disclosure and Barring Services (known as a DBS check).

Enhanced disclosures may also include other non-conviction information which may be held on central police databases, where this is regarded as relevant to the position you are applying for. If the position has, in addition, been identified as a 'regulated activity' under the Safeguarding Vulnerable Groups Act 2006 (as amended by the Protection of Freedoms Act 2012), the enhanced disclosure will also include any information that may be held about you on the children's and/or adults barred list(s).

Failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential & will be considered in relation to an application for positions to which the Order applies.

### **GMC Registration and Revalidation:**

The Trust requires the appointee to have & maintain full registration with the General Medical Council (GMC), with a license to practice, & to fulfil the duties & responsibilities of a doctor as set down by the GMC Good Medical Practice. It is the responsibility of all medical and dental staff to ensure that this registration is maintained.

For appointments, registration on the GMC Specialist Register must also be maintained.

All medical practitioners are required to participate in the Trust Revalidation and Appraisal processes.

**Identity and Right to Work:**

All employees are required to provide original photographic evidence of identity at appointment and have the necessary documentation to demonstrate they have the right to reside and work in the UK.

**SECTION 6: General Information about University Hospitals of Derby and Burton NHS Foundation Trust**

University Hospitals of Derby and Burton NHS Foundation Trust was formed on 1 July 2018 to bring together our five hospitals – in Derby, Burton, Lichfield and Tamworth – to provide the highest quality care to patients across southern Derbyshire and south east Staffordshire.

The University Hospitals of Derby and Burton NHS Foundation Trust is one of the largest employers in the region with more than 12,000 staff and treats in excess of a million patients each year.

Our aim is to bring together the expertise of our 12,300 staff to provide the highest quality care to patients within Derbyshire and South East Staffordshire. Our vision, values and objectives are:



*Our VISION* is to deliver exceptional care together.



*Our PRIDE objectives* are about putting patients first, making sure we get it right first time, investing our resources wisely, developing our people and ensuring value through partnerships.

## Equality, Inclusion and Diversity

University Hospitals of Derby and Burton NHS Foundation Trusts is fully committed to promoting inclusion, equality, diversity and human rights in employment and delivery of its services. The Trust is committed to providing an environment where all employees, patients, carers and visitors experience equality of opportunity by means of understanding and appreciating the value of diversity.

The Trust works to eliminate all forms of discrimination in line with the Equality Act 2010, and recognises that this requires, not only a commitment to remove discrimination, but also action through positive policies to redress inequalities.

The Trust actively encourages its employees to challenge discrimination and promote equality of opportunity for all.

Employees of the Trust are required to comply with its policies and values around equality, inclusion, diversity and human rights. Failure to do so will be treated as misconduct under the Trusts' Disciplinary Policy and Procedure, which may result in dismissal."

## Freedom to Speak up

The Trust is committed to listening to our staff and learning lessons. There are a variety of ways in which concerns can be raised in person, by phone or in writing (including email). We also have a Freedom to Speak Up Guardian who works with Trust leadership teams to create a culture where staff are able to speak up in order to protect patient safety and empower workers. Full details can be found on the Trust Intranet

## **Data Protection**

Organisations are required to comply with the General Data Protection Regulations; the UK Data Protection Act 2018; all other data protection legislation and other local policies and procedures regarding the handling of information. All employees retain the right to request information held about them.

## **Confidentiality**

The Trust requires all staff to maintain a high standard of confidentiality, and any disclosure of information outside the proper and recognised course of duty will be treated as a serious disciplinary offence.

## **Infection Control**

The prevention and management of infection is a key priority for the Trust. As an employee of the Trust, you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at mandatory training and on-going continuing professional development
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

## **Health and Safety at Work Act**

All staff must not wilfully endanger themselves or others whilst at work. Safe practices and precautions must be adhered to.

## **Smoke Free Trust**

The smoke free policy applies to staff, patients, resident's visitors and contractors.

## **Trust Policies and Procedures**

All employees are expected to comply with appropriate Trust policies and procedures, to attend the Trust Induction Programme and to comply with mandatory training in relation to these policies and procedures.

## **Further Information**

To find out more about the Trust, please visit [www.uhdb.nhs.uk](http://www.uhdb.nhs.uk)

To find out more about Derbyshire or Staffordshire please visit [www.derby.gov.uk](http://www.derby.gov.uk) or [www.enjoystaffordshire.com](http://www.enjoystaffordshire.com)

## **SECTION 7 - Application Information**

Applicants who are unable, for personal reasons, to work full time will be eligible to be considered for the post. Job share applicants are also welcomed. If 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:

- **A completed Application Form via NHS Jobs/Trac**, giving names of three referees, one of which **MUST** be from your current or most recent employer

**Closing date for receipt of applications:** As per advertisement

## **Visits**

To arrange a visit please contact Shashank Kulkarni, Consultant Urologist on 01283 511511 Ext 4603