

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

**APPOINTMENT
OF
SPECIALTY DOCTOR
IN
UROLOGY**

Date: April 2024

CONTENTS

| | |
|------------------|--|
| SECTION 1 | Job Description – General Details |
| SECTION 2 | Person Specification |
| SECTION 3 | Duties & Responsibilities of the Post |
| SECTION 4 | The Department of Urology |
| SECTION 5 | Main Conditions of Appointment |
| SECTION 6 | General Information about University Hospitals of Derby and Burton NHS Foundation Trust |
| SECTION 7 | Application Information |

SECTION 1: General Details

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|------------------------------|--|
| Title: | Specialty Doctor in Urology |
| Sites: | Queens Hospital Burton Includes a requirement to work across other UHDB sites should the need arise |
| Prime responsibility: | Provision of Urology services for Derbyshire / Staffordshire and the surrounding areas |
| Accountable to: | Executive Chief Medical Officer: Gisela Robinson |
| Reports to: | Associate Clinical Director Mr S Kulkami - Queens Hospital, Burton |
| Terms and Conditions: | Terms & Conditions of Service for Specialty Doctors 2021 |
| Tenure: | Fixed term 11 months |
| New or Replacement: | New |
| Contracted Hours: | Whole time appointment with on call commitment |

SECTION 2: Person Specification

| <u>REQUIREMENTS</u> | <u>ESSENTIAL</u> | <u>DESIRABLE</u> |
|---|---|--|
| Qualifications | <ul style="list-style-type: none"> ▪ Qualified Medical Practitioner, MBBS / MBChB Or equivalent. • Eligible to reside and work in UK • Full GMC registration with a licence to practice at time of application • Life Support Qualifications (ALS/ATLS) • FRCS or MRCS or approved equivalent | <ul style="list-style-type: none"> • Distinctions, prizes, awards or scholarships • Presentations and publications |
| Clinical Experience & Skills | <ul style="list-style-type: none"> • Completed at least four years' full-time postgraduate training (or its equivalent gained on a part-time or flexible basis) at least two of which will be in Urology Surgery. • Competence in pre- and post-operative management and standard out of hours procedures. • Validated RCS logbook or equivalent • Up to date Urology knowledge & evidence of an understanding of its application. • Capacity to apply sound clinical knowledge relevant to job. • Experience in making clinical decisions & managing risk. Knows when to seek help, able to prioritise clinical need. • Shows aptitude for practical skills required in job. • Proven ability to work effectively in different clinical settings required in job | <ul style="list-style-type: none"> • Evidence of involvement with previous research projects and/or formal teaching. • At least 1 years' NHS experience. |
| Audit / Research Experience | <ul style="list-style-type: none"> • Experience of & commitment to clinical audit • Ability to assess & apply evidence based research into every day clinical practice. • Willingness to participate in research • Evidence of interest & experience in undergraduate & postgraduate teaching. | |
| Communication | <ul style="list-style-type: none"> • Written and spoken English language skills adequate to enable effective communication about medical topics with patients/colleagues. • Capacity to listen and take in others' perspectives. • Considers patients preferences when discussing treatment options. • Practices shared decision making. • Considers full impact of clinical decisions on patients • Directs and supports patients to access information they need to support decision making. | |

| | | |
|---------------------------|--|---|
| Personal Qualities | <ul style="list-style-type: none"> ▪ Caring attitude to patients & carers. ▪ Personal integrity & reliability. ▪ Enquiring critical approach to work. ▪ Ability to work as part of a multidisciplinary team ▪ Willingness to learn new skills ▪ Organise and prioritise own work. ▪ Demonstrates punctuality and self-discipline ▪ Willingness to innovate & develop new methods. ▪ Demonstrates a positive attitude ▪ Ability to cope with difficult and demanding situations | <ul style="list-style-type: none"> ▪ Advanced IT skills. |
| Other | <ul style="list-style-type: none"> ▪ Eligible to reside & work in the UK | |

SECTION 3: Duties & Responsibilities of the Post

3.1 Duties & Responsibilities of the Post

1. Clinical support to Consultants in Outpatients, Day case and Theatres.
2. On call commitment 1 day a week and 1:5 weekend.
3. Responsibility for maintaining awareness of professional guidelines such as “Duties of a Doctor” and of the “GMC Performance Procedures” and acting in accordance with them.
4. An exceptional requirement to undertake additional duties for limited periods within the geographical area specified above or undertakes duties at other hospitals in the event of a major disaster or incident.

The appointee will work a 40-hour weekly programme with a mixed job plan to be agreed with the successful candidate prior to commencement. The provisional timetable consists of inpatient and day case elective theatre sessions, emergency operating session, outpatient clinics. In line with departmental policy, the sessions are rostered flexibly to cover the needs of the department and trainee but include fixed elements to provide for continuity of service.

The successful candidate will be expected to participate in the regular programme of tutorials organised by the Division.

So far as is consistent with the proper discharge of the above duties, the postholder undertakes to deputise from time to time for absent colleagues.

The post holder undertakes exceptionally, to perform additional duties in occasional emergencies and unforeseen circumstances.

The postholder undertakes exceptionally, to be available for such irregular commitments outside normally rostered duties, as are essential for continuity of patient care.

Tenure and requirements

This post can be tailored for a core trainee or alternatively a registrar seeking an end of training fellowship. Possession of the FRCS/MRCS exam or equivalent is essential. Good computer and communication skills are a requirement. The post holder is expected to be aware of local policies and procedures of the University Hospitals of Derby and Burton NHS Foundation Trust. This post does not have a National Training Number.

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 Medical 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:

| NHS Consultants | Specialty Interest |
|--|---|
| 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 - awaiting start date | Stone disease |
| Mr Sadmeet Singh RDH | Robotic Pelvic and Laparoscopic Upper tract Surgery |
| Miss Shaista Ahmed RDH | Core Urology |
| Mr Kunjan Patel RDH | Locum Consultant |
| Mr Yogit Wagh RDH | Robotic Pelvic Cancer Surgery |
| Mis Kassie Ball, RDH | Stone disease |
| Mr George Delves QHB | Functional Urology |
| Mr Manu Nair QHB | Prostate and Testicular Cancer/Stones |
| Mr Shashank Kulkarni QHB | Stones/Erectile Dysfunction/Testicular |
| Mr Muhammad Moazzam QHB | Locum Consultant |
| Mr Khaled Farrag QHB | Consultant |
| | |
| Trainee Medical Staff | |
| 3 Registrars at RDH and 1 at QHB | 1 Advanced Nurse Practitioner QHB |
| 2 Speciality Doctors (one vacant) | 8 Clinical Nurse Specialists QHB |
| 1 Teaching Fellow | |
| 2 Clinical Fellow and 1 at QHB | |
| 1 CT2 | |
| 4 F1 Doctors and 9 at QHB covering 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 2nd 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 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 Specialty Doctors 2021. All appointments will be subject to:

Annual and Study Leave

- T The appointee will be entitled to 27-33 days annual leave per annum plus Bank Holidays. The successful candidate will be entitled to 30 days study leave over a 3 year period pro rata. In order to ensure continuity of clinical activity, all clinical staff are expected to give a minimum of 6 weeks' notice of leave requests.

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.

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.



COMPASSION

We show kindness
We behave with integrity
We are thoughtful



OPENNESS

We are inclusive; we respect and value everyone
We collaborate
We actively listen and give and seek feedback



EXCELLENCE

We take responsibility
We continuously learn and grow
We push boundaries and challenge ourselves

Putting patients first

Right first time

Investing our resources wisely

Developing our people

Ensuring value through partnership

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

To find out more about Derbyshire or Staffordshire please visit www.derby.gov.uk or 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
- **Confirmation that you are on the Specialist Register of the General Medical Council** stating the date at which you were awarded, or expected to be awarded, your CCT (Certificate of Completion of Training, or equivalent).

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