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## JOB DESCRIPTION

### SUBSTANSIVE CONSULTANT PAEDIATRIC UROLOGIST AND SURGEON

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#### APPOINTMENT

A Consultant Paediatric Urologist is required for the Sheffield Children's NHS Foundation Trust. This post will join another two core Urologists, and two senior supporting urologists, in providing urology service to Sheffield and surrounding area.

Applicants should possess, or be within six months of receiving, CCT (or equivalent) in Paediatric Surgery at the time of the appointment. It would be desirable for the candidate to be fellowship trained or equivalent in Paediatric Urology. The start date is negotiable to allow the candidate to complete the current CCT / CESR or urology placement they are in. Ideally the start date should be within 12 months of accepting the post.

The post is designed for a Paediatric Urologist interested in a job share of on call duties, split with one of our established urologists. The details of the job share are as per flexible time working regulations, and as such the exact format will be negotiated between the job share individuals.

If the person appointed elects to undertake a maximum part time contract, they will be required to devote substantially the whole of their professional time to the duties of the post. The interview process will involve potentially two interviews. The initial interview will involve exploration of clinical, career and values based skills and aptitudes. Those selected will then progress to a second round which will explore how the candidate works within a team environment.

#### GENERAL INFORMATION

Primary and Secondary health care services in Sheffield provide for a resident population of just over 500,000. Tertiary services cover a population of around 2.5 million in South Yorkshire, North Derbyshire, Bassetlaw and North Lincolnshire and Goole. Adult services are principally provided via the Northern General Hospital and the Royal Hallamshire Hospital, both part of the Sheffield Teaching Hospitals NHS Foundation Trust. Both hospitals house university departments in various disciplines and have academic, laboratory and library facilities on their own respective sites. The paediatric services of the city are concentrated primarily at the Children's Hospital, which

house the paediatric section of the University of Sheffield library.

## **SHEFFIELD CHILDREN'S HOSPITAL**

The Sheffield Children's Hospital Trust supplies the physical and emotional needs of the children of Sheffield, providing the main acute hospital, CAMHS, and community services, as well as being a secondary and tertiary referral centre, receiving patients from South Yorkshire, South Yorkshire, North Derbyshire, Bassetlaw and North Lincolnshire and Goole.

The hospital is situated on the south-west aspect of Sheffield approximately one mile from the city centre. It is close to the Royal Hallamshire Hospital, (incorporating the Jessop wing-obstetrics and neonatology) the Charles Clifford Dental Hospital, Weston Park Hospital, the Medical School and the main University Campus.

The Hospital has a total of 152 beds. Included in these; is a Critical Care Unit with 9 paediatric ICU and 9 HDU beds, and a 12 bedded high dependency neonatal surgical unit. The hospital recently opened an exciting and major development including extension of the outpatient department and provision of new surgical and medical wards consisting mostly of single on suite rooms. The Trust is a Major Trauma Centre.

Surgical services provided in the hospital include General, Urological, Orthopaedics, Plastics, ENT, Neurosurgery, Dental and Oral and Ophthalmology.

The operating department contains 9 Theatres, a procedure room and a Post Anaesthetic Care Unit (a separate minor theatre and plaster room are located in the Accident and Emergency Department). This includes the provision of intra-operative 3T MRI and a third laminar flow theatre. Currently our Urology Nurse service is located in the Surgical Admissions Unit.

There is a theatre available for urgent/emergency work at all times. There is a 24 hour Accident and Emergency Department which sees over 55,000 children each year and a GP Referral Unit operates within Accident and Emergency.

The X-Ray Department is adjacent to the Accident and Emergency Department. It provides a 24 hour service, MRI both 1.5T and 3T, CT, Ultrasound, DEXA Scanner and Isotope studies are on site.

Investigative facilities available at the Children's Hospital include Chemical Pathology, Haematology and Histopathology. Microbiology services are available at the nearby Royal Hallamshire Hospital.

The hospital paediatric medical consultants have a wide range of special interests including Cystic Fibrosis, Diabetes, Endocrinology, Immunology, Gastroenterology, Hepatology, Metabolic Bone Disease, Neurology and Child Development, Oncology, Haematology, Renal Medicine, Neurodisability and Respiratory Disease.



Adjoining the Hospital building is the Stephenson building, which contains the academic Department of Paediatrics with its own research laboratories. There is a well-stocked Library with adjacent Lecture Theatre and Seminar Room facilities. Undergraduate and postgraduate teaching is undertaken.

The Ryegate Children's Centre, part of the Children's Hospital, is situated one mile away from the main hospital. Its work covers the multi-disciplinary assessment and management of children with special needs.

### ***Neonatal Services***

Obstetrics and gynaecology services in the city are provided in the Jessop Wing of the Royal Hallamshire Hospital, which is part of Sheffield Teaching Hospitals NHS Foundation Trust, and houses one of the three regional Neonatal Intensive Care Units in Trent. The Unit is under the charge of ten neonatologists and there is a close liaison between the Neonatal Paediatricians and the Paediatric Surgeons.

The majority of neonatal surgical cases are admitted directly to the Children's Hospital. However, very small babies with medical as well as surgical problems are treated at the Jessop Wing Special Care Baby Unit, but are transferred to and from the Children's Hospital for operations or certain specialist investigations and radiology. A neonatologist provides daily outreach care within the NSU unit.

## **PAEDIATRIC SURGERY IN SHEFFIELD**

The Sheffield Children's Hospital has long been recognised as being at the forefront of paediatrics, and much of the work of the unit is of a Supra-District nature. The Paediatric Surgical Unit of this Hospital has, over the years, adapted to developments in surgery and to the changing needs of the population. In line with the general trend in Paediatric Surgery there is sub-specialisation and co-operation with medical specialists through combined care and combined medical and surgical clinics. There is a strong emphasis on minimal access surgery and a dedicated laparoscopic theatre.

The paediatric surgical team is supported by surgical secretarial team who provide support for the surgeons for all clinical activity at Sheffield Children's NHS Foundation Trust and Peripheral clinics.

There is office space for all Paediatric surgeons on the main site of the Sheffield Children's hospital.

Our affiliated Obstetric Unit is world leading in its provision of prenatal MRI, we have a weekly fetal MDT with clinical and research focus, we have good relations with our obstetric colleagues.



## **Urology**

Currently there are two full time consultant paediatric urologists in the establishment, and two supporting senior surgeons. A full urology service is provided except exstrophy and renal transplantation and dialysis (provided in Manchester and Nottingham). There is an established PCNL service which accepts referrals from around the country including Northern Ireland. Three radiologists have an interest in interventional radiology and support this service. There is a comprehensive radiological and nuclear medicine service and full video urodynamic facilities. The Unit has 4 urology nurse specialists who run a comprehensive continence service including non-invasive bladder studies, biofeedback and PTNS. There are multidisciplinary clinics caring for spina bifida, DSD and related patients, and established transition clinics with an adult surgeon and specialist nurse to ensure smooth transition to adult services. There are regular MDT's with a nephrologist and radiologists to review Nephrourological cases. There is a well-established monthly joint Nephrourology clinic.

The urology consultants have clinics in Sheffield and share clinics in outlying peripheral district hospitals to provide urology cover throughout the region.

## ***Gastroenterology***

Surgical gastroenterology is led by two WTE Consultants. The service includes provision for colorectal and upper GI problems. Specialised gastroenterology is provided with joint surgical/medical clinics, and the management of inflammatory bowel disease is provided jointly with the medical Gastroenterology team.

## ***Oncology***

The surgical oncology service manages solid tumours of childhood and the complications of leukaemia including lymphomas. It is provided by three UK CCSG registered consultants. This requires specialised co-operative surgical and medical care. Multidisciplinary team meetings are held weekly. Wilms and testicular tumours are cared for by the oncology team. Providing long term venous access is now also a major part of the surgical workload.

## ***Thoracic Surgery***

Emergency and elective care is provided. Two surgeons have a specialist interest in chest wall, intra thoracic and lung problems working closely with respiratory physicians. Airway surgery is performed by ENT surgical colleagues.

## ***Ear, Nose and Throat Surgery***

The service is provided at SCNFT by ten consultant surgeons and accommodates the full spectrum of paediatric ENT conditions. The airway service is of a particularly high



standard and attracts referrals from around the region and further afield. The otology service provides a full range of services including mastoid exploration and bone anchored hearing aids. This department works closely with the medical audiology department to provide rehabilitation as well as the investigation of complex auditory conditions. There is a specialist rhinologist, who works closely with neurosurgery to undertake skull based work and with ophthalmology to undertake nasolacrimal surgeries.

## **Neurosurgery**

The unit has long held a leading role in the management of Spina Bifida and Hydrocephalus. All Paediatric Neurosurgery is provided at Sheffield Children's Hospital from a team of five Neurosurgeons based at Sheffield Teaching Hospitals.

## **SUPPORTING PROFESSIONAL ACTIVITIES**

The successful candidate will be expected to participate in the whole range of supporting professional activities which run in keeping with the city wide rolling programme. This will cover Clinical Governance, audit and like activities. The appointee will have the opportunity to lead within one or two of these fields. In addition, teaching will be part of his/her activities. It is expected that the university will grant the post holder the title of Honorary Clinical lecturer.

## **PERIPHERAL CLINICS**

Peripheral clinics are held in all the District General Hospitals within the catchment area of the trust. This currently includes Doncaster and Bassetlaw, Chesterfield, Rotherham, Barnsley, Grimsby and Scunthorpe.

## **DUTIES**

The appointee, together with Consultant colleagues, will be responsible for providing a urological surgical service for Sheffield and South Yorkshire.

The new Consultant will take equal responsibility with existing Consultants for the proper functioning of the Paediatric Surgical Unit. They will take part in the training programme at undergraduate and postgraduate level.

Because of flexibility in availability of resources there is variation in the working week, but a typical example is displayed below:

	Mon	Tues	Wed	Thurs	Fri	Sat	Sun
AM	All day theatre	Grand round  X-ray MDT  Urology service list	Peripheral clinic	Urodynamics / outreach NIBS	Ward round  X-ray MDT  Urology meeting		



					Nephrourology MDT (monthly)		
PM		Teaching Urodynamic s  Histology MDT (monthly)  Unit meeting (monthly)	SCNFT outpatients	SPA time	Theatre (rotating)		

The geographical distribution and allocation of time between various activities will be open to some adjustment in discussion with Consultant colleagues and the Trust, and will be reviewed annually as part of the job planning process but initially will be as follows:-

ACTIVITY		PA ALLOCATION
<b>Direct clinical care</b>		
	Outpatients	2.5
	Theatre	2.5
	Admin/ward work/ward rounds MDT/investigations	1.0
	Urodynamics / outreach non- invasive bladder studies	1.0
	On Call Job Share	1.0
<b>TOTAL DCC</b>		<b>8.0</b>
<b>Supporting professional activities</b>		
	Quality improvement, governance, administration, audit, teaching and training / Support of urology fellow  Development of wetting services	2.0
<b>TOTAL</b>		<b>10</b>

## **MEDICAL STAFFING**

### **Paediatric Surgery**

Consultants:

- Miss Caroline Macdonald (Urology)
- Miss Simona Rusu (Urology)
- Mr Sean Marven (PSU)
- Mr Govind Murthi (PSU)
- Mr Ross Fisher (PSU)
- Mr Richard Lindley (PSU)
- Miss Elizabeth Gavens (PSU)
- Mr John Bowen (PSU)
- Miss Emma Parkinson (Urology)

Junior Staff:

- 3-4 Specialist Registrars (numbered posts)
- 3 Senior clinical fellows Clinical (participating on the SpR on call rota)
- 1 Urology Fellow (position in development)
- 2 CT on rotation from Sheffield basic surgical training programme (On SpR rota)
- 3 ST2 – on paediatric rotation
- 3 Junior clinical fellow
- 1 FY 2
- 2 FY1's -shared with ENT and plastic surgery
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## **SCH (NHS) SURGICAL DIRECTORATE MANAGEMENT ARRANGEMENTS**

Sheffield Children's NHS Trust has a Directorate management structure. The Surgery and Critical Care Division encompasses PSU, ENT, Ophthalmology, Acute and Chronic Pain, Plastic Surgery, General Orthopaedics and Spinal Surgery, Dental, Neurosurgery, Burns and Critical Care as well as EMBRACE the regional paediatric and neonatal transport service. The Clinical Director for the division is Mr Mark Flowers and The Associate Director manager Ms Katia Allchurch

## **CLINICAL GOVERNANCE ISSUES**

The Trust is committed to providing safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report quickly and confidently, concerns about the conduct, performance or health of medical colleagues. All medical staff practising in the Trust should ensure that they are familiar with the procedure and apply it.

This post is based at the Sheffield Children's NHS Trust and will have a responsibility for governance issues of appraisal, validation, assessment and continuing professional development. The Trust will support CPD, by granting approved study leave and



financially within the study leave budget.

## **MENTORING**

The post holder can expect to have a mentor within the trust. This will enable to post holder to get to grips with the day to day non-clinical aspects of their job.

The consultant will be appointed by Sheffield Children's NHS Trust. Terms and Conditions will be in accordance with nationally agreed conditions of service for Consultants (England) 2003 in the National Health Service as approved by the Secretary of State for Health and may be amended from time to time. The arrangement of duties will be such as may be agreed from time to time between the Trust and the person appointed.

This post has been assessed as having a high risk of occupational transmission of Hepatitis B; therefore, evidence of pre-existing immunity of Hepatitis B is a condition of appointment. The evidence provided must be to the satisfaction of our Occupational Health Doctor; in the event of the Occupational Health Doctor not being satisfied with the evidence produced, the appointee will be required to undergo a further blood test as confirmation of immunity. The successful candidate may be required to undergo a medical examination and will be required to undergo a police criminal convictions check.

The Trust is committed to providing safe and effective care for patients. To ensure this there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of medical colleagues (Chief Medical Officer, December 1996). All medical staff, practising in the Trust, should ensure that they are familiar with the procedure and apply it.

Removal expenses on appointment will be paid in accordance with the Trust's Relocation Expenses Policy. This document can be obtained from the Human Resources Department.

## **VISITS**

If candidates wish to visit the hospital, they are invited to make arrangements directly with the following:-

Caroline MacDonald, Consultant Paediatric Urologist and Surgeon, Urology Lead  
Mr Ross Fisher, Consultant Surgeon and Team Lead  
Mrs Katia Allchurch, Associate Director Surgical and Critical Care Group.  
Ms Ruth Brown, Chief Executive

Sheffield Children's Hospital  
Western Bank  
Sheffield





S10 2TH

Tel: (0114) 2717000

Fax: (0114) 2754072 (Hospital)  
(0114) 2260543 (Surgical Office)



## TRUST VALUES

**Our Values express what it is like to work in our organisation and our employees should make these a part of everything we do.**

***Keeping children, young people and families at the heart of what we do***

### Compassion

- **We are led by kindness for all – for our patients, their families and our colleagues**
- **We will show empathy and understanding, treating everyone with dignity and courtesy**
- **We will respect each other and those we care for**

### Accountability

- **We always strive to do the right thing**
- **We own responsibility for our successes, failures and understand where we need to improve**
- **We will create a supportive working environment where everyone takes responsibility for their own actions**

### Respect

- **We value differences and treat everyone fairly and consistently**
- **We will actively tackle inequality and will foster a culture of inclusion**

### Excellence

- **We will seek to improve the way we work and deliver a high quality standard of care**
- **We will be open to new ideas, through innovation, partnership, research and education locally, nationally and internationally**

Together we care



## PERSON SPECIFICATION

### Post: Consultant in Paediatric Surgery

REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
<b>Qualification/Training</b>  General Professional Training	CCST/CCT in Paediatric Surgery  GMC registration  Able to work in the UK, with good levels of English	Post CCT Urology Fellowship training	Certificate  Fellowship references  Interview
<b>Experience</b>	Wide experience in paediatric surgery within a dedicated paediatric and neonatal surgical unit.  Experience of paediatric urology tertiary unit.  Evidence of quality improvement work last 12 months  Evidence of research involvement including 2+ publications in quality specialty journals	Experience of paediatric urology at super speciality unit.  Active participation in Management/Audit during SpR or equivalent last 6 months  Interest in innovation	CV
<b>Knowledge and Skills</b>	Ability to contribute to the general on call  Training in Management/Audit	APLS provider/instructor or equivalent  Knowledge and skills in	CV, application form, references

	aspects at SpR or equivalent level. Research methodology qualifications Evidence of collaborative working	Urodynamics MD or PhD Computer literacy.	
Personal Attributes	Compassion Trustworthy and reliable Behave in a manner which establishes professional relationships with patients and colleagues in the region Be physically and mentally fit and capable of conducting operative procedures which may be demanding of a number of hours of close attention	Ability to work as a team Outside interests Evidence of respect for diversity	CV, interview, references
Demonstrates Trust Values	<b>Excellence, Accountability, Compassion, Respect</b>		CV, Interview