

Liverpool University Hospitals NHS Foundation Trust

The Royal Liverpool University Hospital

Division of Medicine

Consultant Nephrology Job Description

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Consultant Nephrologist

Full Time

Liverpool University Hospitals NHS Foundation Trust

Liverpool University Hospitals NHS Foundation Trust wishes to appoint a full-time NHS Consultant in Nephrology predominantly based at The New Royal University Hospital site.

The Trust has been recently formed from the merger of The Royal Liverpool and Broadgreen University Hospitals NHS Trust and Aintree University Hospital NHS Foundation Trust. We are the main providers of general hospital services to a population of approximately 700,000 people, and deliver a portfolio of specialist services (e.g. renal transplantation, for Merseyside, Cheshire, North Wales and the Isle of Man) to a regional population of over two million. Aintree, Broadgreen and the Royal host several recognised centres of excellence which attract research and innovation into the city.

The person appointed will be based at The New Royal University Hospital site and will be joining a friendly and dedicated Nephrology Team. Applicants are required to hold membership of the Royal College of Physicians or equivalent qualifications, to be fully registered with the General Medical Council and listed on the Specialist Register (or due to be registered within six months of the date of interview). They should have dual accreditation in Nephrology and General Internal Medicine. Appointee will join a team of 21 Nephrologists. A full range of renal replacement therapies are provided both on site and in satellite units and a comprehensive general nephrology service is supported by the Consultants. Post will also support the existing renal replacement therapy or other speciality area in the service at the Aintree Hospital site. There is a 1 in 20 commitment to the nephrology on-call rota.

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The Trust

On 1st October 2019, Liverpool University Hospitals NHS Foundation Trust was created, through the merger of Aintree University Hospitals NHS Foundation Trust and Royal Liverpool and Broadgreen University Hospitals NHS Trust. The newly formed Trust is responsible for managing services at Aintree University Hospital, Broadgreen Hospital, Liverpool Dental Hospital and the Royal Liverpool University Hospital.

Bringing together a combined workforce of over 12,000 staff, the Trust has become the largest NHS employer in Cheshire and Merseyside. As well as providing general hospital services to the local population, the Trust provides a range of highly specialist services to more than two million people in the North West and beyond.

This merger has been driven by clinicians, who for a long time have recognised that a union of the Trusts will enable significant changes that will transform the way healthcare is delivered. The aim is to address the current levels of variation and fragmentation that exists between acute hospital services in Liverpool, and to ensure that all services are of the highest quality. The new Trust will also seek to influence the wider determinants of health by closer involvement in employment, housing and education, and to be part of a first-class research and scientific development partnership with Higher Education and business enterprise across the city and beyond.

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The New Royal Liverpool Hospital

The new Royal Liverpool University Hospital, one of the largest medical facilities in the UK, will transform care in Northern England. The design for the new Royal Liverpool University Hospital cohesively ties together an inspirational landmark building with complex clinical and technical criteria for a world-class facility. The hospital will reconnect, engage with and enhance its immediate local and extended city context.



The 94,000-square-metre hospital will replace the existing 1970s facility on the same site in central Liverpool and includes 650 single ensuite bedrooms. The design provides a healing, non-institutional environment that enhances the patient, visitor, and staff experience. The building layout maximises daylight, views, landscaped external areas and healthcare service delivery efficiency.



The new Royal Liverpool University Hospital is located within the Knowledge Quarter Liverpool which aims to bring together the city's key partners to collaborate in a creative environment. The Royal College of Physicians located within the Knowledge Quarter Liverpool will be a beacon of excellence, attracting high-quality healthcare professionals, partnerships and drive quality improvement in a pioneering atmosphere of collaboration.

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The North West Regional Health Authority was formed by the amalgamation of the Mersey, North Western and part of the Northern Regional Health Authorities and has a population of 6.6 million. Merseyside consists of 5 Metropolitan Boroughs, the largest being the City of Liverpool.

Liverpool is a dynamic city. It has experienced a major revival over the past decade and residents enjoy a superb quality of life. Liverpool is unusually compact and travel both into and around the city is fairly stress free.

The county abounds with fine architecture, lively cultural pursuits and outstanding sport. Tourism has become a major industry and 20 million people visited the City of Liverpool last year, attracted both by the various natural and man-made assets. The University of Liverpool and Liverpool John Moores University are now the focal points for much of the inner-city vitality.

Theatres, museums and collections are now amongst its strongest assets. The city is alive with numerous artistic enterprises including independent theatre groups, authors, poets, dance groups, photography, sculpture and street art. The Walker Art Gallery contains a collection that equals any in the provinces and the Tate Gallery opened in 1988 on Liverpool's waterfront in the refurbished Albert Dock. The Philharmonic Orchestra is nationally acclaimed and there is a full range of musical activities of all types.

There are both Anglican and Roman Catholic Cathedrals and facilities for worship of every other faith in the city. There are excellent schools for both sexes, including a variety of denominational schools for others in the private and state sectors.

There is very good housing in pleasant suburbs near the sea and in rural areas and costs less than the national average.

Two international airports, at Liverpool and Manchester are within a short drive. There are excellent train services and motorway links to all parts of the country. Liverpool enjoys particularly easy access to the national parks of Snowdonia, the Peak District and the Lake District and to varied countryside's of the Wirral, Lancashire and North Wales.

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Department of Nephrology

The merger of Aintree and the Royal Liverpool Hospitals to form Liverpool University Hospitals Foundation Trust (LUHFT) created an opportunity to reconfigure the Nephrology services to a Regional Renal Unit which provides the best quality of care, improving patient experience and overall health outcomes.

Following the opening of the New Royal Hospital in October 2022, the Nephrology in-patient bed base has relocated and is consolidated across two wards in the New Royal Hospital. The Nephrology in-patient bed base has 42 beds (includes 8 regional renal HDU beds) and is co-located with Renal Transplant surgery who have 14 beds. The new model ensures that ALL complex renal patients in the region (transplant, dialysis, AKI needing organ support, complex immunosuppression) have equitable access 24/7 to a bespoke MDT Tertiary unit.

The Nephrology footprint extends beyond LUHFT's sites; the LUHFT renal team provide all aspects of kidney care - Acute Kidney Injury (AKI); Chronic Kidney Disease (CKD); Renal Replacement Therapy (RRT); conservative management of patients who choose not to have dialysis/transplant; and transplantation across Merseyside, including parts of Cheshire (Population c.1.06m). The Renal Transplant Unit provides services to the Wirral and North Wales (Population 2.5m).

The Regional Renal unit has a 33 stationed dialysis unit in the lower ground floor, with 8 bedded HDU unit in ward 7C and another 21 dialysis plumbed rooms between the wards 7C and 7B .

In response to the NCEPOD Report there is a robust and responsive strategy for management of acute kidney injury (AKI) both within the Trust and in outlying Trusts with an integrated alert programme highlighting new cases of AKI. There are satellite dialysis units at Broadgreen Hospital, St Helens Hospital, Warrington Hospital, Halton Hospital , Waterloo dialysis unit and Southport hospital.. Clinical Governance for these patients rests wholly within the Royal Liverpool University Hospital Nephrology Directorate, within the Divisional and Trust structure for clinical governance and risk management.

The Renal Transplant Unit (RTU) serves Merseyside, North Wales and the Isle of Man. The transplant team performs approximately around 100 renal transplants per year with a planned programme to increase to 120 per year. This includes an active living donor transplant programme and a comprehensive programme involving both non-heart beating donation and ABO incompatible donor transplants. Major investment here recently includes the agreed planned expansion of Consultant Transplant Surgeon numbers from 5 to 6. All Consultant Nephrologists when On-call have a commitment to nephrology consultations in the RTU. As per national recommendation patients who have been transplanted for more than 12 months are transferred back to Nephrology and are seen in dedicated post-transplant follow up clinic. We also attend acute transplant clinics and perform in-patient transplant reviews.

There are excellent opportunities and facilities for research within the Trust. The present areas of interest within the Renal Unit are diverse and include inhouse research capabilities along with involvement in various national and international studies.

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We are committed to submitting data to the UK Renal Registry and pursue the standards set in the NICE, UKKA standards and agreed yearly CQUINS with commissioners. There is a robust quality assurance management programme with regular MDT meetings and audit reviews.

Services:

Along with General Nephrology Clinic, we provide several sub specialist clinics including Immunosuppression Clinic, Renal transplant follow up clinic, Home therapies clinic, Advanced Kidney care clinic, Dialysis clinic, Conservative Management Clinic, Polycystic Kidney Disease Clinic, Renal pregnancy clinic, Tuberous sclerosis clinic, Diabetic renal clinic, Myeloma clinic. In addition, we run sub-specialist MDTs including Genomic MDT, Transplant MDT, Vasculitis/GN MDT.

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Management

Services operate under the following structure:

- **Clinical Director** – Dr Jay Hiremath
- **Head of Operations** – Kate Brizell
- **Lead for Dialysis** – Dr Phil Evans
- **Associate director of Nursing** – Tracey Cullen
- **Matron** - Paul Garry
- **Matron for Satellite Units** – Mrs Terry Simons, Mrs Patti Okane

Medical Staffing

We have 21 Consultants currently working within the Nephrology team at LUFT:

- Dr Abraham Abraham
- Dr Anirudh Rao
- Dr Asheesh Sharma
- Dr Azri Nache
- Dr Bhavna Pandya
- Dr Cecilia Chow
- Dr Christopher Wong
- Dr Christopher Goldsmith
- Dr Jay Hiremath
- Dr Janice Harper
- Dr John Alexander
- Dr Hameed Anijeet
- Dr Hannah Sammut
- Dr Harsha Wodeyar
- Dr Mark Devonald
- Dr Matthew Howse
- Dr Michael Schulz
- Dr Olivia Worthington
- Dr Philip Evans
- Dr Rema Saxena
- Dr Shahed Ahmed

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Job plan

- The appointee, together with his or her colleagues, will have a commitment to the provision of general nephrology, specialist nephrology and acute medical services.
- The timetable is based on a 10 - 11PA job plan including 2 supporting PA (8DCC + 2SPA)
- The fixed clinical sessions will include a dialysis clinic, general nephrology clinic, other clinics will be agreed with the post holder after appointment to reflect their specialist interests and service requirements.
- The oncall commitment is 1:20 on pro rota basis. The hot blocks on the wards occur on weeks 1,2 and 11in a 20-week cycle.
- There are 2 core SPAs identified in the job plan to reflect time required for audit, mortality reviews, appraisal, and revalidation activity. This will be agreed with the post holder after appointment to reflect their specialist interests and service requirements. Additional DCC Pas and SPA's may be available by mutual consent to meet departmental or organisational requirements. The job plan will be reviewed six months after appointment and annually thereafter. Teaching and supervision of trainees will be an essential role of the post holder. Level 2 training will be provided for the appointee to be an Educational / Clinical Supervisor if they have not already obtained such training.
- The appointee is expected to attend and proactively commit to ongoing improvements in Vascular Access MDT meetings, Renal Biopsy meetings, Clinical Directorate and Governance meetings .
- To receive acute referrals from Merseyside and Cheshire while on-call as part of the on-call consultant rota.
- The post holder would be expected to actively take part in audit, teaching and research. The Unit has contributed to the Renal Registry since 2002.
- It is envisaged that the post holder would provide Consultant level nephrology cover for the Regional Renal Transplant Unit whilst on-call and support any future developments in the working patterns with the transplant team.
- The post holder will have continuing responsibility for the care of patients in his or her charge and for the proper functioning of the service.
- It is expected that the job involves educational and clinical supervision of junior doctors, specialist nurses and teaching commitments to medical students from university of Liverpool.
- The post holder will help in delivering directorate goals related to financial, clinical governance and QEP. Post holder will be subject to performance management through service line reporting.

At the Royal Liverpool University Hospital there are regular specialist and inter-disciplinary meetings including a weekly MDT radiology meeting, a bimonthly renal biopsy meeting. There is a regular lunchtime meeting and a Grand Round, which is open to staff of all specialties. There is a state-of-the-art education centre on site with excellent resources and personnel.

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Job Plan & Timetable (While not on ward hot blocks and on call)

Hot blocks (Ward cover + Oncall) occur on week 1,2 and 11 in a 20 week cycle and attract 3.5 PA .

This timetable may be subject to change and negotiable once appointed.

Day	09:00 – 13:00	13:00 – 17:00	17:00 – 22:00
Monday	Admin	Educational supervision	
Tuesday	Clinic (AUH)	SPA	
Wednesday	Dialysis clinic (RLH)	Admin	
Thursday	SPA	Clinic (RLH)	
Friday	Clinic	Governance/Strategy meeting	

Infection Control

All medical staff must co-operate with infection control measures which are in place throughout the Trust and comply with any guidance and best practice relating to infection control.

All healthcare professionals have a statutory duty to promote ways for the service user and the community they serve to improve their own health and provide services to enable this to happen (e.g. smoking cessation, lifestyle and weight management).

Office Space & Secretarial Support

Secretarial support will be provided. All consultants are expected to Hot desk and there is a dedicated consultant office on 9D at Royal site and Bluebell house at Aintree site .An up-to-date laptop will also be provided which will be equipped with internet access and e-mail capability along with all required clinical and non-clinical systems. Appropriate training for the use of this equipment will be available if necessary.

Continuing Medical Education

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One session per week should be devoted to continuing medical education. There is a strong programme of continuing medical education in the Trust and the use of a purpose-built education centre. The post holder will have access to the Grand Round and the lunchtime clinical case conferences. Study leave can be taken subject to the Terms and Conditions of Service.

Research Audit & Clinical Governance

There should be ample opportunity for the post holder to undertake clinical research, particularly in the areas of the primary/secondary care interface, and clinical audit.

The trust is committed to revalidation and all post-holders must participate in regular audit/quality improvement projects, with review at annual appraisal and job planning, with the Clinical Director or with one of the qualified appraisers within the trust.

Mentorship

The Trust has a policy that all newly appointed consultants are allocated a mentor. The Trust generates a mentoring programme for new consultants. On commencement, mentors can be allocated through discussion and agreement.

Appraisal and Job Planning

Annual appraisal and Job planning will be required. The Trust has the required arrangements in place, as laid down by the Royal College of Physicians, to ensure that all doctors have an annual appraisal with a trained appraiser and supports doctors going through the revalidation process.

Management

Once established, the appointee will be expected to take part in appropriate service developments and management activity. This activity will be remunerated appropriately by SPA allocation.

Policies & Procedures

The appointee will be expected to adhere to Trust Policy and Procedure.

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Personal Specification

Entry Criteria			
Criteria	Essential	Desirable	Evaluation
Qualifications	<ul style="list-style-type: none"> • MB ChB or equivalent medical qualification • MRCP (UK) or equivalent • CCT in Nephrology and GIM (General Internal Medicine) (or within 6 months) 	<ul style="list-style-type: none"> • Additional post-graduate qualifications 	Application
Eligibility	<ul style="list-style-type: none"> • Eligible for full registration with the GMC at time of appointment • Evidence of achievement of competencies by time of appointment in line with GMC standards/Good Medical Practice including: <ul style="list-style-type: none"> • Good clinical care • Maintaining good medical practice • Good relationships and communication with patients • Good working relationships with colleagues • Good teaching and training • Professional behaviour and probity • Delivery of good acute clinical care • Eligibility to work in the UK 		Application Interview
Fitness To Practice	<ul style="list-style-type: none"> • Is up to date and fit to practise safely 		Application References
Language Skills	<ul style="list-style-type: none"> • All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communication about medical topics with patients and colleagues 		Application form Interview

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Health	<ul style="list-style-type: none"> Meets professional health requirements (in line with GMC standards/Good Medical Practice) 		Application Pre-employment health screening
Career Progression	<ul style="list-style-type: none"> Ability to provide complete details of employment history 		Application
Application Completion	<ul style="list-style-type: none"> All sections of application form Fully completed according to written guidelines 		Application

Selection Criteria

Criteria	Essential	Desirable	Evaluation
Clinical Skills	<ul style="list-style-type: none"> Clinical Knowledge & Expertise Appropriate knowledge base and ability to apply sound clinical judgement to problems Demonstrates the necessary range, depth and breadth of competencies specified in the Nephrology and general medicine curriculum and applying to this post 		Application Interview References
Personal Skills	<ul style="list-style-type: none"> Communication Skills: Demonstrates clarity in written/spoken communication & capacity to adapt language as appropriate to the situation. Able to build rapport, listen, persuade & negotiate Problem Solving & Decision Making: Capacity to use logical/lateral thinking to solve problems/make decisions Managing Others & Team Involvement: Capacity to work effectively with others. Able to work in multi-professional teams & supervise junior medical staff Empathy & Sensitivity: Capacity to take in others' perspectives and treat others with understanding; sees patients as people 	Leadership/management/QI qualifications	Application Interview References

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	<ul style="list-style-type: none"> • Organisation & Planning: Capacity to manage/prioritise time and information effectively. Capacity to prioritise own workload. Basic IT skills • Vigilance & Situational Awareness: Capacity to monitor developing situations and anticipate issues • Coping with Pressure: Capacity to operate under pressure. Demonstrates initiative & resilience to cope with changing circumstances 		
Academic & Research Skills	<ul style="list-style-type: none"> • Research Skills: Demonstrates ability to undertake robust audit/research within team structure • Teaching Skills: Demonstrates range of teaching techniques relevant to variety of curricula 	<ul style="list-style-type: none"> • Degrees, awards, presentations, publications • Evidence of teaching and assessment skills 	Application Interview

Visiting Arrangements

Prospective candidates can arrange to see the following individuals;

Name	Role	Contact Number
Dr M Lawton	Divisional Medical Director for Medicine	0151 706 3147
Dr M Hiremath	Clinical Director for Nephrology	0151 706 3475
Kate Brizell	Head of Operations	0151 706 2896

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