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Bwrdd Iechyd Prifysgol
Betsi Cadwaladr
University Health Board

Betsi Cadwaladr University Health Board (West)

Urology Specialty Doctor

YSBYTY GWYNEDD – BANGOR

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1. Job Description, Person Specification & Job Plan

1.1 Job Description.

Job Title:	Specialty doctor in Urology
Number of Sessions:	10 sessions (which includes on call)
On call commitments:	1:4
Base:	Gwynedd Hospital, Bangor.

Present Staff.

5 x Consultant Urological Surgeons
1 x Associate Specialist
4 x Specialty Doctors (including this post)
2 x Junior Surgical trainees
1 x FY1 doctor
1 x Physicians Assistant
4 x Clinical Nurse Specialists

Background to the post

The Department of Urology has undergone a change in recent years as part of a programme of modernisation, which included a purpose, built Urology Unit. The Consultants, Junior Doctors, Physician's Assistant, Specialist Nurses and Medical Secretaries are based in this Unit.

The Urology Unit houses the departmental outpatient clinics, an endoscopy suite and minor procedure rooms for urodynamics (including video), flexible cystoscopies and trans-rectal ultrasound with biopsy. A one-stop haematuria service is in place as well as an established nurse-led LUTS and erectile dysfunction clinic. A mobile lithotripsy service is provided twice monthly, with additional sessions depending on demand.

Purpose of the Job

The post holder will join a multidisciplinary team that provides most of the urological services for the counties of Gwynedd and Anglesey (outpatient and inpatient care). He/she will be actively involved in the provision of the urological services to reflect changing patterns of delivery of Urology services in line with national guidelines.

Duties and responsibilities.

The post holders will be accountable to the Consultant Urologists. They will have independent duties as deemed appropriate by the consultant and according to previous Urology experience

- Provision with colleagues of a service in the specialty to the Betsi Cadwaladr University Local Health Board with responsibility for the prevention, diagnosis and treatment of illness and the proper functioning of the department.
- Responsibilities for carrying out teaching, examination and accreditation duties as required and for contributing to postgraduate and continuing medical activity, locally and nationally

- Participation in Clinical audit
- The postholder will be responsible to the Clinical Director (Surgery) through the Lead Clinician in Urology. Day to day responsibility will be to the Consultant to whom the Specialty Doctor is attached at the particular time.
- Opportunities available (depending on experience);
 - Participate in general urology outpatient clinics
 - Manage one stop ambulatory services mainly the Haematuria, PSA clinics and LUTS clinics.
 - Have independent Diagnostic cystoscopy list.
 - Participate in diagnostic Urodynamics depending on experience
 - Participate in the erectile dysfunction clinic.
 - Provide day to day clinical supervision to junior medical and nursing staff.
 - Be involved in Multi-disciplinary team and other clinical meetings
 - Audit of clinical activities, evidence based medicine and maintenance of clinical governance will be expected.

Opportunities.

There will be opportunities to develop clinical special interests. The post holder's attendance at relevant courses and in house training will be actively encouraged. There is also discussion at present of a potential link to the University with the aim of working towards a Masters in Surgery

1.2 Timetable

To initially include 8.0 average daytime sessions including outpatient clinics, ward rounds, theatre, specialist sessions, audit/admin/CME. The postholder will be required to be in the hospital for all SPA sessions and should be actively involved in audit projects and other personal development exercises.

More experienced doctors could assist with Pelvic Cancer Surgery but it is envisaged that with increasing experience everyone will be in a position to take part in all clinical activities.

The appointed individuals will have a named Consultant as their supervisor. Timetables will rotate and vary according to previous experience, but examples are given below. These are only examples and can vary depending on experience and on whether appointee is happy to work more than the indicated sessions

Example Post 1 (7.5 x Programmed Activities)

Day	Monday	Tuesday	Wednesday	Thursday	Friday
AM	OPD YG	SPA	MDT 10-11am /SPA	OPD YG	Theatre 10 YG
PM	Free	OPD	Flexible Cystoscopy List -YG	Free	Ward

Weekends 1:4 non-resident with prospective on call

Weekdays 1:4 non-resident with prospective on call

1.3 Fixed Sessions

To work an 7.5:2.5 split between direct clinical care and supporting professional activities

2. The Betsi Cadwaladr University Health Board

2.1 Background

The Betsi Cadwaladr University Health Board combines the North Wales NHS Trust (previously North East Wales NHS Trust (East Division) and Conwy & Denbighshire NHS Trust (Central Division)), the North West Wales NHS Trust (West Division), and the six Local Health Boards of Anglesey, Conwy, Denbighshire, Flintshire, Gwynedd and Wrexham.

The Board encompasses all of North Wales from Wrexham down to Dolgellau and Tywyn and across to Corwen and Llangollen containing acute, community, adult psychiatry, learning disabilities and forensic psychiatry services.

The Health Board employs around 18,000 staff and has a budget of around £1.1 billion. It consists of 3 major DGHs, situated in Wrexham, Rhyl & Bangor.

2.2 Hospitals, Clinics and Health Centres

Services are currently provided from thirteen hospitals, three support bed units, a network of community health clinics and health centres. Community services are also provided in schools, patients' own homes and other community settings.

Acute services for West are provided from Ysbyty Gwynedd Hospital and Llandudno General Hospital (Minor Injuries Unit).

Ysbyty Gwynedd

Ysbyty Gwynedd is a District General Hospital sited in the university city of Bangor. It provides a comprehensive range of services to the population of Gwynedd, Anglesey and parts of Conwy in the region of North West Wales. It provides all the disciplines in General Medicine and Surgery in addition to all subspecialties, including Accident and Emergency, Intensive Care Unit, Surgical High Dependency Unit and Coronary Care Unit.

Llandudno General Hospital

Llandudno General Hospital is a small hospital providing community beds and is also a centre for elective surgical daycase service at this seaside resort on the North Wales Coast. The hospital has a 24-hour Minor Injuries Unit. A wide range of specialties, including urology hold outpatient clinics at the hospital, supported by radiological services. There is a Rehabilitation Unit for Care of the Elderly patients, and it is proposed that Llandudno will have an increasing role in the provision of specialist rehabilitation services.

2.3 Geographical and Population Profile

The total area of the Betsi Cadwaladr University Local Health Board is about 127,000 square miles of which over half is occupied by the Snowdonia National Park. The sea coast extends to about 380 miles. The normal resident population of 185,000 tends to be distributed either in a number of settlements of small to moderate size situated along the coast, or in a magnitude of inland villages, hamlets and farmsteads.

Within North West Wales Holyhead, Bangor, Caernarfon and Blaenau Ffestiniog are the main communities with concentrations of populations of more than 5,000.

The dominant employments are public services, farming and tourism with industrial occupations well down by comparison. Gwynedd and Mon is and always has been an economically poor area, and exporter of its labour and in more recent years an importer of persons approaching retirement. In consequence, it is an area with a higher than average proportion of very young and very old within its population. This has much significance in determining the need for health care.

For the majority of the population, acute hospital services are provided by the district General Hospital in Bangor, although patients in the south east regard Wrexham as their acute hospital centre and the people in the south rely on Aberystwyth for their acute hospital care.

A wide range of high quality community services are provided. There is a network of community hospitals and care and treatment is provided at various clinics.

3. Department of Urology

3.1 Urology

The Acute Service is led by 5 consultants offering a range of urology care choices.

The following Urology Services are provided:

- Access to Same Day Admissions Unit and Day Bed Unit, Ysbyty Gwynedd
- Urology beds at Ysbyty Gwynedd
- Pre-assessment clinic
- Urology Outpatient clinics
- Stone Surgery (PCNL and Laser)
- Monopolar TUR and potential for HoLEP
- Urodynamics (including Video)
- Erectile dysfunction clinics
- Mobile ESWL - within the Urology Unit

In addition to eh above Specialist Urological Oncology Services including laparoscopically assisted radical prostatectomy and cystectomy will be developed together with robotically assisted surgery.

3.2 Consultant Staffing

There are 5 Consultants covering Urology working with a designated team of junior doctors with cross over cover and team working. There is also an Associate specialist (currently acting up as Locum consultant). The Consultant Urologists undertake a 1 week in 5 on call rota.

3.3 Junior Staffing

The Urology service consists of 4 Middle Grade doctors, 2 junior training doctors (FY2/ Core Trainee) and 1 Foundation Year 1 (FY1) doctor and a Physician Assistant. The junior trainees and FY1 doctors also participate in the general surgical on call rota but urology specialty doctors only cover urology (this post).

3.4 Outpatients

Outpatient sessions for Urology services are held at both Ysbyty Gwynedd (Urology Unit) and Llandudno General Hospital, and SAS grades may be involved in that depending on experience.

3.5 Theatres and Intensive Care

There are 13 Operating Theatres in Ysbyty Gwynedd. One is reserved for emergency surgery (including Urology), two for Day Surgery and one for Obstetric and elective Ophthalmology surgery. There is a Theatre dedicated to Urology.

3.6 Urology Bangor

Currently the Day Surgery and Endoscopy Unit have two day theatres, three endoscopy rooms and accommodation for at least 30 patients. Some diagnostic urology and day surgical procedures are carried out within this area though the majority of such cases are undertaken within the purpose built urology unit.

The Department enjoys the services of an excellent radiology department. Three of the radiologists work closely with the Urology team with an interest in interventional urology, helping with percutaneous access. The department has a recently installed state of the art interventional suite.

There is also a nephrology department/dialysis unit on site.

3.7 Postgraduate activities of the department

Postgraduate meetings are held within the department and audit on a rotation basis with Ysbyty Glan Clwyd and Wrexham Maelor Hospital on specified pan BCUHB audit days. These meetings take the form of clinical presentation and literature review. A weekly cancer MDT occurs at the North Wales Cancer Centre and video conferencing facilities are available for this purpose in the urology Unit.

4 Teaching and Research

4.1 Postgraduate facilities

The multi-disciplinary education centre in Ysbyty Gwynedd contains a modern lecture theatre, seminar rooms and a medical library served by two full time librarians. The library has on-line literature search facilities (Data-star, Berne) and is networked, among others with the University Hospital of Wales, Liverpool Medical Institution and the British Lending Library. The department provides many audio-visual aids and is building a video-tape teaching library. The department has recently re-opened after extensive updating and renovation

Postgraduate meetings/courses take place most days. There is usually an evening lecture programme in the winter. A Friday lunchtime combined Grand Round takes place.

From September 2004, the hospital started taking a number of undergraduates from years 3, 4 and 5 with the development of a North Wales Clinical complex for the College of Medicine in Cardiff.

There is also discussion at present of a potential link to the University with the aim of working towards a Masters in Surgery.

4.2 Research

Ysbyty Gwynedd is a District General Hospital with a large body of clinical material suitable for clinical research. Computerisation of clinical departments is being developed which will create a readily available Database, ideally placed for the use of higher trainees.

Betsi Cadwaladr University Local Health Board supports a local research committee and has excellent contacts with the University College of North Wales (Bangor). It may grant funding for projects. This facility has been used by higher trainees in other specialties already placed in Bangor. Statistical advice is available by a standing arrangement with the University Statistics Department. Other University departments are able and willing to offer advice in areas such as Electronics, Engineering, Biochemistry, Social Services and Psychology. Combined research projects have been particularly encouraged in the past.

5. Summary and further enquiries

These posts will be based at Ysbyty Gwynedd Hospital (DGH), Bangor.

The contract for the post will be as per the SAS Contract, National Terms and Conditions of Service of Hospital Medical and Dental Staff and the General Whitley Council Conditions of Service.

Betsi Cadwaladr University Local Health Board is an Equal Opportunities Employer.
Betsi Cadwaladr University Local Health Board is a non smoking site which covers all buildings and grounds including residences.

Specific queries to the post should be directed to Mr K Alexandrou, Consultant Urologist on 01248 384752

Person Specification

Criteria	Minimum Requirements		
	Essential	Desirable	How Measured
Presentation	<ul style="list-style-type: none"> Polite manner 		<ul style="list-style-type: none"> Interview
Training and Experience	<ul style="list-style-type: none"> Ability to provide a complete employment history 36 months in surgery not including foundation <u>modules of which 2 years has been in urology</u> 	<ul style="list-style-type: none"> Previous specialty doctor grade urological experience 	<ul style="list-style-type: none"> CV Interview References
Knowledge/Qualification	<ul style="list-style-type: none"> Full GMC registration FRCS (Urol) or qualification of an equivalent level (i.e. an appropriate higher Urology surgical qualification) 	<ul style="list-style-type: none"> Satisfactory completion of a recognised Urology training programme 	<ul style="list-style-type: none"> CV Interview GMC & Qualification check

	<ul style="list-style-type: none"> • Satisfy UK/EEA Immigration regulations or eligible for work permit 	<ul style="list-style-type: none"> • Postgraduate urological qualification • Experience in managing routine elective and acute Urological problems including some exposure to paediatric emergencies • Current knowledge of Urological treatments and interventions • Experience of working in a Multi-Disciplinary Team. 	
Basic Skills & Abilities	<ul style="list-style-type: none"> • General medical procedures and skills appropriate to the grade • Supervision and teaching of junior doctors and nursing staff • Ability to write clear concise notes/histories 		<ul style="list-style-type: none"> • CV • Interview
Personal Qualities	<ul style="list-style-type: none"> • Good interpersonal skills • Communicate well with all staff • Good team worker • Work on own initiative • Good presentation skills • Competent in Cystoscopy. • Competent in Minor scrotal and penile surgery • Competent at basic endoscopic urological surgery 	<ul style="list-style-type: none"> • Experience of standard endourological operations • Experience in Laparoscopic Urology • Competency in Urodynamics • Competent in Transrectal Ultrasound and prostate biopsy 	<ul style="list-style-type: none"> • CV • Interview
Other Relevant Requirements	<ul style="list-style-type: none"> • Ability to adapt and deal with changing circumstances • Cope in pressured environment 	<ul style="list-style-type: none"> • Basic Welsh speaker • Car owner/driver because of geography of the Trust 	<ul style="list-style-type: none"> • CV • Interview

	<ul style="list-style-type: none">• Know the limits of own competence and ability• Flexibility		
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Date Updated April 2024 Author: Mr K Alexandrou, Consultant Urolog

