

# **JOB DESCRIPTION**

## **CONSULTANT UROLOGICAL SURGEON**

(February 2024)

## Our Organisation

West Hertfordshire Hospitals NHS Trust is an acute trust providing hospital services to over 500,000 people living in Hertfordshire and north London. It has three hospitals (Watford General, St Albans City Hospital and Hemel Hempstead Hospital). The trust also manages an outpatient physiotherapy unit at Abbots Langley. The Watford site is by far the biggest and is the focus for the trust's emergency and specialised care. The trust provides a range of more specialist services to a wider population, serving residents of north London, Bedfordshire, Buckinghamshire and east Hertfordshire.

We employ around 5,000 staff and over the course of a year treat nearly a million people, including 150,900 people attending our emergency services, nearly half a million via outpatient clinics and deliver about 4,600 babies.

There has never been a more exciting time to join West Hertfordshire Hospitals NHS Trust; Major redevelopment works are due for completion by 2025 or soon after. These will be most dramatic at Watford General Hospital where up to 90% of buildings will be new.

We have recently moved to a completely paperless system with the introduction of a new Electronic Paper Record System and a new multi-storey car park is nearly complete, which will provide more than enough space for staff patients and staff alike. The trust recently won the UK Best Employer Award (Nursing Times 2019) – and has been awarded “Teaching Hospital” status in recognition of its wide and well-renowned role in educating doctors, nurses, and other healthcare professionals. We will be officially renamed in April 2022.

We encourage and welcome people with disabilities. For any additional information, please kindly contact recruiting manager, via, [alex.sarkodie@nhs.net](mailto:alex.sarkodie@nhs.net).

We strive to live by our Commitment, Care and Quality values and are committed to promoting inclusion, where every staff member has a sense of belonging.

# Meet the board

August 2023

(v) Voting member



In Attendance



Find us online @WestHertsNHS



[www.westhertshospitals.nhs.uk](http://www.westhertshospitals.nhs.uk)

For more details, please see link below.

<http://www.westhertshospitals.nhs.uk/about/trustboard.asp>



### **Watford General Hospital**

**Watford is the main site for emergency and specialist care. The clinical services include:**

- Women's and children's services, including a consultant-led delivery unit, midwife-led birthing unit, antenatal and postnatal clinics
- Emergency care, including accident and emergency, acute admissions unit
- Ambulatory care unit, acute wards, intensive care unit and emergency surgery
- Planned care, including outpatients and complex surgery
- Medical care, including cardiology, care of the elderly, dermatology, endocrinology-diabetes, gastroenterology, haematology, neurology, respiratory, rheumatology and stroke
- Clinical support, including X-ray, CT, MRI, ultrasound, pathology, pharmacy, radiology, physiotherapy, occupational therapy and dietetic services

### **Hemel Hempstead Hospital**

**The clinical services offered at Hemel Hempstead include:**

- Antenatal and community midwifery
- Outpatients
- Step-down beds for patients
- Urgent care centre
- Medical care, including endoscopy and cardiac lung function testing
- Diagnostic support, including X-ray, CT, MRI, ultrasound and non-urgent pathology

### **St Albans City Hospital**

**St Albans is our elective, ie pre-arranged and non-emergency, care centre. The clinical services offered include:**

- Antenatal and community midwifery
- Outpatients
- Minor injuries unit
- Elective and day surgery
- Clinical support, including X-ray, ultrasound, mammography and blood and specimen collection



We have a set of values that governs everything we do at work, from making difficult decisions to how we work with our colleagues. Our values give us all a common purpose and help patients, as well as their family and friends, to know what to expect of everyone they meet when they visit one of our hospitals.

There is also evidence that where positive values are understood and followed by all staff, patients receive better care.

### **Opportunities for development**

As a Trust, we offer excellent educational and development opportunities for all staff. With strong links to the local universities, we offer an extensive portfolio of courses and programmes ranging from personal development through to leadership and management skills.

Our Leadership Academy develops leaders for the future and our induction introduces new recruits to the values of the organisation and provides important information about the benefits offered to our staff.

### **Staff health and wellbeing**

We believe in supporting staff and promoting a positive work and life balance. Our Balance4Life programme offers staff a wide range of regular health and wellbeing events and activities, including fitness classes, health checks, talks and seminars.

### **Local information**

Our hospitals are a great place to live and work. We are close to the beautiful Hertfordshire countryside and historical places of interest, with great shopping, excellent restaurants and a vibrant night life. There is a wide variety of leisure, cultural and recreation facilities within the locality and there are excellent schools with a variety of primary, secondary, grammar schools and sixth form colleges available.

We have first rate transport links with central London, which is easily reached within 30 minutes by rail travel. Bus services run between the train stations and Watford Hospital. The M25 is approximately 15 minutes due north and all three towns are within easy reach of London and Heathrow and Luton airports.

Hemel Hempstead is close to London and served by the M1, and M25 motorways. There is a rail link from London (Euston) to Hemel Hempstead that takes approximately 25 minutes.



St Albans is 25 minutes from London, close to the M25 and M1 and only 17 minutes by rail from London via the Thames Link.

For more information about the work of our hospitals, please visit: [www.westhertshospitals.nhs.uk](http://www.westhertshospitals.nhs.uk).

You can also join our 5,000+ followers we have on Twitter ([www.twitter.com/WestHertsNHS](https://www.twitter.com/WestHertsNHS) or @WestHertsNHS) or 'like us' on Facebook ([www.facebook.com/WestHertsNHS](https://www.facebook.com/WestHertsNHS)).

You can view photos from our hospitals on our Flickr page: (<https://www.flickr.com/photos/westherts NHS>)

## **JOB DESCRIPTION**

### **CONSULTANT UROLOGICAL SURGEON**

The postholder will join our expanding team to support the delivery of acute and elective urological care for the local population. There will be the opportunity to develop subspecialist interests that complement the departments breadth of expertise, such as andrology and bladder cancer.

A flexible team-player, who is dynamic, accommodating and has the *drive* to develop our service is the keystone to this appointment. You will join a team of 7 vibrant Consultant colleagues, who provide a range of specialist urological treatment, to deliver a 1 in 7 on-call service that provides Consultant-delivered care in the form of elective activity-free, Consultant-of-the-Week (CotW) model of care. The successful candidate will also partake in a 1 in 7 weeknight and weekend on call providing acute adult and paediatric urology care. Although there is no formal provision for mentoring, this is something the trust is working towards and Consultants within the department have a strong culture of mentoring new consultants particularly with specialist operations. Time will be allocated for travel between sites where required. Office space will be available at both the St Albans and Watford General Hospital sites.

Applicants are required to be on the specialist register or within 6 months of CCT at the time of the interview. This post is for 10 programmed activities.

Plans have been approved for a New Urology Centre housing all outpatient urology clinics and diagnostic care including procedure rooms, based in St Albans City Hospital. This is therefore an exciting time to be part of a modern dynamic team with a vision to achieve the very best care possible for our patients, in state of the art facilities. This coincides with multi-million-pound redevelopment of the Watford General Hospital site.

We work collaboratively with our cancer network partners across Hertfordshire, and whilst partial Nephrectomies and Prostatectomies have traditionally been referred across to East & North Hertfordshire; Radical Nephrectomies (either open, due to vascular involvement or



Laparoscopic) and benign laparoscopic upper tract disease have stayed in-house at West Herts.

With the recent purchase of 2 CMR Robots, to assist us in delivering world class cancer treatment to the patients of West Herts. There is potential scope for the department to offer additional robotic procedures based on the candidates experience. The candidate will take part in specialist and local multi-disciplinary team meetings for all cancers.

We also run an alternate weekly Endourology and Stone Meeting, for complex cases which is also used as an opportunity for teaching. West Herts has access to a mobile lithotripter on a fortnightly basis, with aspirations to move to a fixed site, regional model for Hertfordshire.

We also take part in a Urogynae and a regional Pelvic Floor MDT with nurse led urodynamic studies.

We have access to 3 Holmium lasers across 2 sites (Watford and St Albans), which allows us to provide the full gamut of endourological care including primary ureteroscopy on the CEPOD Emergency list (7 days a week). We have recently invested in a 150 watt Laser which can be used for complex stone management, and minaturised PCNLs.

#### **Consultant Body and subspecialist interest:**

\*Locum appointments

<b>Mr Taufiq Shaikh (Clinical Lead)</b>	Endourology and Stones (Including PCNL)
Mr Freddie Banks	Paediatric Urology, Open Upper Tract, HoLEP
Mr Jacques Roux	Upper Tract Robotics, HoLEP
Mr Shahzad Shah	Female Urology
Mr Vimoshan Arumham (Part time)	Endourology and Stones,
Miss Yaalini Shanmugabavan	Paediatric Urology, Prostate cancer diagnostics
*Mr Angelos Christofides	General Urology, Superficial Bladder Cancer
*Mr Ankit Desai	Genreal Urology, Andrology

#### **Middle Grade Urology Doctors**

We have 8 Middle Grades, partaking in a 1-in-7, 24hr registrar on-call service (with a registrar-of-the week to mirror the Consultant of the Week service). This consists of 3 Associate Specialists, 2 NTN Trainees (East of England rotation) and 3 Specialty Grade Doctors.



**Our junior medical team consists of:**

2 x Ward F1-level Doctors  
2 x Ward F2-Level Doctors  
2 x SHO Trust Grade Urology doctors  
1 x Physician's Assistant 0800-1600

**Specialist Nursing Support:**

2 x Benign Urology Cancer Nurse specialists  
4 x Uro-oncology Cancer Nurse Specialists  
1 x Advanced Nurse Practitioner

1 x Prostate Cancer Pathway Navigator  
1x Bladder cancer pathway navigator

**Study Leave**

The appointee is expected to maintain 25 points of external CPD per year, to be evidenced in the annual appraisal. Leave is supported by the Medical Education Department and a study leave budget of £500 per year is available, but this is currently under consideration increase to £1000 per year. The Study leave allowance is a maximum of 30 days per 3 year period.

**Clinical Governance.**

Clinical governance is assuming ever greater importance within the NHS and there is strong emphasis on this area within both sites. The appointee will be expected to contribute and participate in governance activities in depth and breadth. A strong desire to improve governance standards is essential. Clinical Governance meeting occur monthly within the department (during Wednesday lunchtimes) and bi-monthly as part of the Surgical Division. Attendance is Mandatory and Clinical Commitments are cancelled on Clinical Governance half days.

**Conditions of Service**

Any offer of appointment to the post will be subject to the receipt of three references which are satisfactory to the Trust, confirmation by the Occupational Health Department that the pre-employment health screening is acceptable and immunisation against infectious diseases will be required.

The appointment will be made by the West Herts NHS Trust on the recommendation of an Advisory Appointments Committee (AAC), constituted in terms of the National Health Service (Appointment of Consultants).





West Herts NHS trust is legally liable for the negligent acts or omissions of the employee in the course of their NHS employment. Medical staff are advised to ensure that they have defence cover for activities not covered by the Trust Indemnity.

All entrants to the West Herts NHS trust must be certified medically fit and the appointment is conditional on such certification. Arrangements for the medical screening (normally by questionnaire) are the responsibility of the Occupational Health Service.

Termination of the appointment is subject to three months' notice on either side.

The post holder will be subject to the Trust's regulations regarding corporate governance.

### **Appraisal and Revalidation**

Annual appraisal in accordance with GMC regulations is mandatory. Compliance with the Trust's Mandatory training is essential and must be evidenced as part of the Annual Appraisal.

### **Basic Pay and Pay Thresholds**

Basic pay is £93,666 and, subject to satisfactory job planning and review, will rise through annual threshold increases to £126,281. The starting salary for new consultant appointments will be at the minimum of the pay scale in accordance with the Terms and Conditions for Consultants 2003, Schedule 14. Previous service at Consultant level or equivalent may be taken into account when determining the starting salary. An on-call availability supplement equivalent 3% of full time basic salary is payable for participation in the on-call rota.

### **Conflict of Interest**

All applicants to any post within the Trust are required to declare any involvement directly with any firm, company or organisation, which has a contract with the Trust. Failure to do so may result in an application being rejected or, if discovered

After appointment that such information has been withheld, this may lead to dismissal.

### **Criminal Record**

In view of the nature of the work this post is exempt from the provision of Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemption order 1975). Applicants are, therefore, not entitled to withhold information about convictions including those which for other purposes are "spent" under the provisions of the Act. You are, therefore, required to declare any pending prosecutions or convictions you may have, even if they would otherwise be regarded as "spent" under this Action and any cautions. In the event of employment, failure to disclose such convictions could result in dismissal or disciplinary action by the Authority. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order applies.



It is mandatory for the Trust to check with the police for the existence and content of any criminal record of the successful applicant. Information received from the police will be kept in strict confidence.

The disclosure of a criminal record, or other information, will not debar you from appointment unless the selection panel considers that the conviction renders you unsuitable for appointment. In making the decision the Trust will consider the nature of the offence, how long ago and what age you were when it was committed and any other factors which may be relevant, including appropriate considerations in relation to the Trust's published Equal Opportunities Policy.

Failure to declare a conviction, caution or bind-over may, however, disqualify you from appointment, or result in summary dismissal/disciplinary action if the discrepancy comes to light. If you would like to discuss what effect any conviction you have might have on your application, in confidence, for advice, please contact a Senior Officer in the Personnel Department.

### **Hepatitis B**

All employees who perform "exposure prone procedures" should be immunised against Hepatitis B. Antibody response should be checked on a regular basis. If successful in being appointed to a post, all employees MUST report to the Occupational Health Department within two weeks of starting in post. Failure to comply with this, or the new regulations pertaining to Hepatitis B, may result in an employee being suspended from duty. For further information, either contact the HR Department or the Occupational Health Department. All matters discussed will remain confidential.

### **Ionising Radiation Use**

Under the Ionising Radiation (Medical Exposure) Regulations 2000 the Trust is obliged to maintain a register of all persons entitled to act as "Practitioners" or "Operators" (i.e. to justify or to carry out a medical exposure) and to keep records of their training.

If your post includes the responsibilities of either "Practitioner" or "Operator" as defined by these regulations you must provide the Trust with evidence of training. This should include evidence of completion of an approved training course plus details of practical experience.

Please note that if, during the course of your duties, you refer a person for a medical exposure you are obliged to provide sufficient relevant clinical information to the Practitioner to justify the use of Ionising radiation. You are expected to follow any guidelines for such referrals, which the Trust provides.

### **Private Practice**

All consultants should adhere to the national Code of Conduct for Private Practice.

### **Relocation Expenses**

Assistance may be given to newly appointed Consultants with part of the cost of their removal expenses, providing (generally) this is the first appointment in the National Health Service and also that the removal is necessary to comply with WHHT requirements concerning the place of residence. This will need to be claimed within the first 18 months of starting employment.

### **Residential Criteria**

It is considered acceptable for new employees to commute a distance that is equivalent to within **30mins** to the hospital (due to the on call rota), unless there are exceptional circumstances or job requirements that prevent this. Trust staff must be able to contact a consultant by telephone.

### **Superannuation Scheme**

The post-holder will be entitled to join or remain in the NHS Superannuation Scheme, which provides:

- A pension and a tax free lump sum on retirement
- Life assurance cover
- Voluntary early retirement benefits
- Ill-health retirement benefits
- Redundancy benefits
- Family benefits
- Options to increase benefits

For additional information, please visit:

<https://www.nhsbsa.nhs.uk/member-hub/joining-scheme>

### **Submission and Review of Job Plan**

Job plans must be agreed in association with the Medical Director and submitted to the Chief Executive for approval. Changes will be discussed and agreed by these officers and yourself in line with service needs and service redesign.

### **Further Enquiries**

For further enquiries or to arrange a visit, please contact:

Mr Taufiq Shaikh (Clinical Lead)  
07741628544

### Proposed Job Plan:

NOTE: Job plan review for appointee within 6-12 months of starting post

#### WEEK 1

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	admin		SPA	OFF	Flexible DCC
PM	OP Clinic (SACH)	Theatre (SACH)	MDT	OFF	Clinic
EVE		Theatre (SACH)			

7 DCC

1 SPA

1 COTW

1 OOH on call

TOTAL Week 1= 10.25 PA

#### WEEK 2

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	admin	SPA	SPA	OFF	
PM	OP Clinic SACH	Flexible DCC or Virtual clinic	Theatre (WGH PR)	OFF	Clinic
EVE			Theatre (WGH PR)		

2SPA

6 DCC

1 COTW

1 OOH on call

Total Week 2 =10

**Total PAs: 10**

Please note due to Watford theatre reconfiguration and plans for a new Urology Centre based at St Albans, this job plan is subject to change.

## Substantive Consultant Urological Surgeon : Person Specification

	Essential	Desirable
<b>Qualifications</b>	<p>Full registration with the GMC with a licence to practice</p> <p>FRCS Urology or equivalent</p> <p>On the Specialist Register for Urology, holding CCT in Urology <i>or expected to do, within 6 months of interview</i></p>	MD, PhD or other equivalent higher degree
<b>Clinical Experience</b>	<p>Ability to offer a specialist urological opinion on the full range of adult acute and chronic conditions, including emergencies</p> <p>Possesses subspecialty urology experience</p>	Subspecialist interest in Andrology and/or superficial bladder cancer
<b>Management/Administrative Experience</b>	<p>Ability to manage and lead junior medical staff</p> <p>Evidence of working effectively as a part of a multidisciplinary team</p> <p>Willingness to be involved in departmental management</p> <p>Evidence of initiating, progressing and completing audit</p> <p>Direct and extensive working knowledge of the UK National Health Service</p>	<p>Completed basic training in management skills</p> <p><b>Ability to initiate and lead service development</b></p>
<b>Teaching experience</b>	Experience in education and training of medical staff, nurses and medical students.	Formal teaching course or qualification
<b>Personal attributes</b>	<p>Ability to work in a team</p> <p>Evidence of IT skills and computer literacy. Able to use spreadsheets, database and PACS systems</p> <p>Excellent written and verbal communication skills in English</p> <p>Ability to undertake on-call duties, and to reside within a commutable distance</p> <p>Valid UK driving licence, and able to travel between hospital sites</p>	Undertaken research and published papers in peer reviewed journals.

