NHS TAYSIDE

FIXED TERM LOCUM CONSULTANT UROLOGY

##### BACKGROUND

NHS Tayside provides a comprehensive range of general and specialist acute services for Tayside and North-East Fife, a total population of nearly 500,000. As a major health service provider, NHS Tayside is a focus for medical, dental, nursing and midwifery education. The medical school was originally part of the University of St Andrews but became the Faculty of Medicine of the University of Dundee when the university received its Charter in 1967. The University is also a centre for medical education and research.

Dundee with a population of around 150,000 is the fourth principal city in Scotland and is situated on the north bank of the River Tay. It is conveniently near the three other large cities – Edinburgh, Glasgow and Aberdeen, none more than an hour and a half away by road or rail. London is just six hours away by train and less than two hours by air. In 2018, significant developments happen in Dundee including the opening of the new V&A Dundee, the first design museum in Scotland and only branch of the Victoria and Albert museum outside London, at the hub of a regenerated waterfront area.

Perth is known as “the Fair City” and is located at the very heart of Scotland. The city’s status as former capital of Scotland has given it a wealth of historical associations and centuries-old tradition of welcoming visitors. It is the regional centre for the predominantly rural county of Perthshire and Kinross. The population is increasing, and several international companies have their headquarters in Perth. Perth is renowned for the quality of life it offers for all ages. It is served by excellent road and rail links and is within one hour of both Edinburgh and Glasgow.

As a region, Tayside offers an enviable spectrum of leisure, sporting and cultural activities, including parks, gardens, golf courses, sports facilities, ice arenas, art galleries, theatres and innovative concert halls. The wider Tayside region encompasses the hills and mountains of Perthshire and Angus, and with the river Tay and its estuary, and the coast of Fife and Angus. There is scope for almost any outdoor activity. Golfers, anglers, sailors, hill walkers and skiers are wonderfully provided for as are those looking more to the arts, with flourishing professional repertory theatres in both Perth and Dundee, and concert halls which host regular concerts of the Royal Scottish National Orchestra as well as visiting opera and popular musical performances.

There is a good range of relatively inexpensive housing in Perth, Dundee and the surrounding countryside, as well as a wide choice of both private and public schooling.

1. **THE HOSPITALS**

**Ninewells Hospital**

Ninewells Hospital is the main teaching hospital associated with the University of Dundee and, together with the Dental Hospital, Perth Royal Infirmary and Stracathro Hospital, forms part of NHS Tayside. The hospital was opened in 1974 and with nearly 900 beds is one of the largest units of its kind in the British Isles and was specifically designed with the medical school and hospital integrated in a way that provides for growth and change in future years.

###### Perth Royal Infirmary

Perth Royal Infirmary is a 267-bed hospital, providing most of the hospital based healthcare services for the population of Perth and Kinross. Elective surgical services delivered on the Perth Royal Infirmary site include general, colorectal, breast, orthopaedic, urological, gynaecological, plastic, and outpatient dental surgery. There is a combined 4-bed Intensive Care and Surgical High Dependency Unit, a 4 bedded CCU and a 4 bedded Medical High Dependency Unit. Theatres at Perth Royal Infirmary include a 5 Theatre Main Suite, a Day Surgery Unit hosting 2 theatres, and gynaecology theatre. The hospital is an enthusiastic provider of medical education for undergraduates, foundation doctors and specialist trainees.

**Stracathro Hospital**

Stracathro Hospital is situated approximately halfway between Dundee and Aberdeen, just three miles from the county town of Brechin. Its remit is currently changing to provide ambulatory diagnostic and treatment services to the Tayside and East of Scotland population.

1. **TAYSIDE UROLOGY SERVICE**

Urology is managed within a Clinical Care Group, encompassing Urology, Orthopaedics, General and Vascular Surgery; the unit has much strength and is modern in outlook. Tayside Urology has a long track record of investment in minimally invasive surgery in prostate, renal and bladder cancer. The NHS Tayside introduced Da Vinci Xi robot, for multi-speciality use and currently providing robotic prostatectomy with a view to provision of robotic partial nephrectomy and cystectomy in the near future. Tayside Health Board is working on a number of options to build Scottish Centre for Robotics Surgery Training and Teaching alongside clinical services with either onsite robotic machine or access to it within the region. The department of Urology offers state of the art clinical services in Holmium-YAG laser surgery for prostate and stone disease, laparoscopy for complex upper tract surgery and pelvic oncology, and transperineal prostate biopsy in addition to excellent diagnostic outpatient work.

The urology services are provided at Ninewells Hospital for major cancer, complex benign urological surgery and emergencies. General Urology and day surgery is provided principally at Perth Royal Infirmary through Ward 7. The service benefits from dedicated urology equipped theatres on all two sites.

The department has a well-developed endo-urology service with capability for endoscopic laser lithotripsy in all urology theatres and for primary stone treatment in the emergency theatre at Ninewells. There is excellent support from a large and dynamic team of interventional radiologists. A full on call rota of interventional radiology provides 24 hrs support to urology cases.

Outpatients are seen in Ninewells and Perth Royal infirmary with a ‘One Stop’ model including flexible cystoscopy and prostate biopsy in the Tayside Urology Treatment Centre at Perth Royal Infirmary. Urology Consultants are supported by a well-established team of Specialist Nurses. Experienced senior specialist nurses provide diagnostic and check flexible cystoscopy as well as transrectal prostate biopsy. Consultants are also supported by an on call urology middle grade rota.

The unit has specific interest in teaching surgical skills and runs a number of courses through the Surgical Skills Centre of Dundee Institute for Healthcare Simulation (formally Cuschieri Surgical Skills Centre).

1. **THE POST**

(a) Job Title: LOCUM CONSULTANT UROLOGIST

(b) Current Staffing in Department of Urology, NHS Tayside

|  |  |  |  |
| --- | --- | --- | --- |
| Consultants | Main Location | Additional Role | Subspecialty |
| Mr Martindale | Ninewells/PRI | Surgical Lead PRI | General / renal surgery |
| Mr Nandwani | Ninewells/PRI | AES  Clinical Lead | Pelvic oncology / bladder cancer / reconstruction |
| Mr Halliday | Ninewells/PRI | CS | General / endourology/ HOLEP |
| Professor Nabi | Ninewells | AES | Pelvic oncology / lap prostatectomy |
| Mr Qureshi | Ninewells/PRI | CS | General urology / endourology |
| Mr Kalpee | Ninewells/PRI | CS | General / Stone / HOLEP |
| Mr Benedict | Ninewells/PRI | CS | General / Stone / renal surgery |
| Mr Uddin | Ninewells/ PRI | CS | General urology / endourology |
| Vacant Post | Ninewells/PRI |  | General urology / endourology |

Current junior staffing at Ninewells Hospital & Perth Royal Infirmary:

Specialty Trainees - 3

Core Trainee - 1

Clinical Fellow – 3

Foundation Year 1 - 6

**(c) Clinical duties and opportunities of the post**

This is a full-time post (10 PA’s per week – 9 + 1) with on call commitment at a frequency of 1:7.

The post is based at Perth Royal Infirmary with further sessions and on call commitments at Ninewells Hospital.

The Consultant Urologist appointed will, along with the other members of the team, have a commitment to providing urological surgical services to the patients of Tayside, Angus and North East Fife. The consultant and specialist nurse teams subdivide to provide the necessary infrastructure to efficiently cover the emergency and elective Urological workload throughout the region. The Urology team responds to changing needs and aims to work flexibly, ensuring maximum efficiency in the management of patients as well as aiming to meet or exceed local and national measures of performance.

The Consultant Urological Surgeon to be appointed will have a major commitment to management of general Urology. The appointee would join the existing team of surgeons and interventional radiologists to meet the increasing demand for urological care and the surgical management of urological disease including diagnostic tests and developments in minimally invasive treatment.

The appointee will work with the clinical and management teams to further the aims of the urology department within the NHS Scotland National Clinical Strategy and the NHS Tayside’s own Integrated Clinical Strategy.

**(d) Endoscopy**

The new appointee will be allocated appropriate flexible cystoscopy sessions.

**(e) Main Duties of the Post**

1. Contribute to the provision of an elective urology surgical service to the people of Tayside in accordance with modern evidence based practice and current guidelines.
2. Participate in audit and clinical governance procedures.
3. Provide educational and training support for trainees.
4. Provide teaching for medical students.
5. Work to ensure elective, cancer and urgent waiting time targets are met.

An outline job plan for this post is as follows:

|  |  |  |
| --- | --- | --- |
|  | **Morning** | **Afternoon** |
| **Monday** | Theatre (Perth) | Theatre (Perth) |
| **Tuesday** | Endoscopy (Perth) | Admin |
| **Wednesday** | Theatre (Perth) | Theatre (Perth) |
| **Thursday** | New Patient Clinic (Perth) | Flexible cystoscopy (Perth) |
| **Friday** | Flexible session | SPA |

This is a representative example of one week in a job plan based on 7 week cycle. All Consultants are expected to work flexibly throughout Tayside to cross-cover commitments. Final job plans will be determined in conjunction with the Clinical Lead.

Flexible working within the agreed job plan will be expected to maximise the utilisation of sessions, particularly operating lists vacated by another surgeon on leave or on call. Ongoing review of urology services across Tayside and other developments may alter the location and timing of sessions, particularly emergency receiving at some time in the future.

**OTHER DETAILS PERTINENT TO THIS POST**

# A &C Support

Secretarial support will be provided within the Urological Unit at both sites.

**Teaching/Academic**

The appointee will be expected to share in the teaching of undergraduate and postgraduate students, of nursing staff and of other staff as arranged. It is anticipated that the successful candidate will become actively involved in research, initiating independent projects, and participating in the research projects of colleagues both in clinical and laboratory practice.

**Audit**

NHS Tayside recognises the need for quality assurance, the provision of healthcare and the appointee will be required to play a leading role in this area in the Group.

The appointee will be required to participate in meeting the Scottish Governments required Quality Performance Indicators for cancer care.

The Group is revising the Clinical Governance structures and the appointee will be required to play a leading role in this area including morbidity and mortality review.

**Appraisal**

## NHS Tayside has implemented an annual appraisal system for all consultant staff. The successful candidate will be required to actively participate in this scheme.

**Conditions of Service**

The terms and conditions of employment will be subject to the NHS Tayside Terms and Conditions of Service for Medical Staff as agreed locally with the BMA Local Negotiating Committee. Until such time as they come into force you will remain subject to the Terms and Conditions of services for Hospital and Dental Staff (Scotland) and the General Whitley Council Conditions of Service, both as amended from time to time.

Membership of the NHS Superannuation scheme is not compulsory, but all medical and dental staff are entitled to choose if they wish to join the scheme. Until such times as a positive option not to join the scheme is expressed, a member of staff will be regarded as a member of the scheme from the first day of service. This will not affect any individual right to make alternative arrangements. Initially, the employment covered by this contract will be contracted out of the State Pension Scheme.

Any Consultant who is unable, for personal reasons, to work full-time, will be eligible to be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis in consultation with the Lead Clinician for Urology.

The successful candidate will be expected to reside within an approved distance from Dundee. Because of the nature of the post car ownership is essential.

**Further Details and Preliminary Visits**

Information on facilities in Tayside, the organisation of duties and other aspects of the appointment can be obtained from Secretary to Mr Nandwani clinical lead in Urology: Ms Catherine Ogilvie, [Catherine.ogilvie@nhs.scot](#)

**Qualifications and experience**

Candidates must be registered medical practitioners and must have received suitable training for this post as outlined above. Candidates must be on the specialist register.NHS TAYSIDE

**SHORTLISTING CRITERIA FOR APPOINTMENT OF CONSULTANT MEDICAL AND DENTAL STAFF**

The Trust is committed to the principle of equality and opportunity in employment and accordingly its advertising and recruitment literature will not imply that there is a preference for any one group of applicants, e.g., by the use of discriminatory job titles or material depicting or describing certain sexual or racial groups.

In general, the short listing process will be conducted so as to give all candidates equal consideration against defined selection criteria. The following criteria will, therefore, be applied equally to all candidates irrespective of age, sex, religion, ethnic origin or disability and avoiding judgements on the basis of assumption or stereotypes.

The following framework is suggested as a basis for preparing the short listing criteria for use by the Clinical Director in conjunction with the Chairperson of the Advisory Appointments Committee. An alternative format may be used if this is felt to be desirable provided that the basic principles of objectivity and equality are observed.

**Person’s Specifications:**

**POST: Locum Consultant Urologist**

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| --- | --- |
| **CRITERION** | **EXPECTED MINIMUM** |
| **Consultant Experience** | * 3 years D |
| **Qualifications** | * Primary medical degree E * Fellowship / Higher degree D |
| **Advanced clinical training and experience** | * Evidence of competence in general urological surgery E |
| **Teaching experience** | * Undergraduate E * Post graduate D * ‘Training the Trainers’ course D |
| **General experience** | * Evidence of competence in management of urological emergencies E |
| **Particular requirements and/or areas of special interest** | * Special interest welcome D * Evidence of team working ability E |
| **Research and publications** | * Evidence of active participation in clinical research D |
| **Management training** | * Evidence of attending management training D |

**NOTE:**

Criteria marked “**E**” on the enclosed document have been identified as essential for the post concerned

Criteria marked “**D**” on the enclosed document have been identified as desirable for the post concerned