**Consultant in Urology**





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**Section 1: PERSONAL SPECIFICATION**

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| --- | --- | --- |
| **Requirements** | **Essential** | **Desirable** |
| **Qualifications** | * GMC registered medical practitioner
* Be on, or be eligible for inclusion on within 6 months of interview, the GMC Specialist Register
* Evidence of regular appraisal
* Learning and continuous professional development
* Licence to practice
 | • Additional postgraduate qualifications, e.g. MD/ PhD/MSc |
| **Clinical Skills and Experience** | * Experience in General Urology sufficient to provide independent patient management and operating
* Subspeciality interest in endourology and laparoscopic kidney surgery
 | Independent in ureteroscopic management of kidney stones and laparoscopic / open kidney surgeryExperience in running stone MDT |
| **Teaching and Audit** | * Evidence of commitment to formal and informal teaching and training of Junior Medical Staff and medical students.
* Evidence of participation in audit projects
* Evidence of commitment to learning and continuing professional development
* Ability to communicate effectively and clearly with patients and other team members
 | * Evidence of training in clinical and / or educational supervision
* Experience of simulation training
* Evidence of teaching qualification
* Experience of designing and effecting audit programmes
 |
| **Research and Publication** | * Evidence of commitment to research, publications and presentations
* Evidence of poster or oral presentations at national or international meetings
* Evidence of commitment to formal and informal teaching and training of Junior Medical Staff and medical students
* Evidence of participation in audit projects
* Evidence of commitment to learning and continuing professional development
 | * Evidence of research and publications in peer reviewed journals
* Evidence of previous experience in successful research funding
* Evidence of training in clinical and / or educational supervision
* Experience of simulation training
* Evidence of teaching qualification
* Experience of designing and effecting audit programmes
 |
| **Management** | * A knowledge of NHS management structures and functions within this.
 | * Evidence of previous managerial training and experience
 |
| **General Attributes** | * Ability to work in a team with colleagues in own and other disciplines
* Ability to organise time efficiently and effectively
* Reliability
* Excellent communication skills
 | * Ability to motivate colleagues
* Evidence of previous managerial training and experience
* Evidence of good team working
* Evidence of organisational skills
 |

# Section 2: INTRODUCTION TO APPOINTMENT

Job Title: Consultant

Department: Urology

Base: Victoria Hospital

Post Summary

Applicants with sub speciality interest in endo-urology and laparoscopic kidney surgery are invited for Full Time Consultant Urological Surgeon post working within NHS Fife. This job is a replacement post with guaranteed theatre allocation. The successful candidate will be able to take up a leadership role within the endourology team but also will be supported to expand on other area of interest including surgery for kidney cancer, and a wide range of minimally invasive procedures for the treatment of benign prostatic hyperplasia (BPH), with future plans for the introduction of Focal Therapy for Prostate Cancer.

Additionally, the candidate will require to have a thorough training in all aspects of General Urology and be able to explore and develop further subspecialty interests and service developments locally.

The successful candidate will join a highly motivated and dynamic, nationally recognised urology team. Fife Urology has an established team of 10 substantive consultants where all subspecialty areas are supported and delivered in an exceptionally cohesive and supportive environment. The team includes a solid middle grade teir (4 NTN East of Scotland Trainees, 2 Speciality Doctors, One Core Surgical Trainee, 2 FY1s and a Final year medical student -Foundation Year apprentice), and dedicated ANP and SCPs.

The successful candidate will be part of a 1 in 8 oncall rota covering adult and adolescent emergencies (except torsions – boys with suspected torsions will be seen from their 11th birthday).

 Applicants must be on the Specialist Register, or within 6 months of being so, at the time of interview.

 Research participation will be encouraged with excellent opportunities to collaborate with The University of St Andrews as well as other nearby institutes. Multiple RCTs (including NIHR trials) are running within the unit and very well supported by a proactive research team.

To arrange a formal visit, please contact Mr Feras Al Jaafari, Clinical Lead for Urological Surgery - 01592 643355. The candidate can also make arrangements to meet with the management team- Miriam Watts, General Manager for Surgical Directorate on the above number, extension- and Satheesh Yalamarthi, Clinical Director for Surgical Directorate on the above number, extension 29612

**Section 3: DEPARTMENTAL & DIRECTORATE INFORMATION**

**NHS Fife Hospitals**

Victoria Hospital is a modern well-equipped District General Hospital providing a wide range of services including General Surgery, Vascular, Trauma, and Renal Medicine. There is a Day Surgery Unit, a 9 bedded Intensive Care Unit, 8 bedded Surgical High Dependency and 8 Medical High Dependency beds.

General Anaesthetic Services

The main theatre suite is situated in Phase 3 at Victoria Hospital, Kirkcaldy (VHK). Phase 3 was opened in 2012 and includes 11 modern operating theatres (including a dedicated Da Vinci Robotic Theatre) with Draeger anaesthetic equipment and monitoring. There are 2 further elective orthopaedic theatres in Phase 2 of VHK. Additional dedicated trauma lists are scheduled and consultant led on Saturday and Sunday mornings. Dental day case anaesthesia, including paediatric patients, has a separate complex at the VHK.

The Queen Margaret Hospital (QMH) has a further 5 anaesthetic theatres catering for day case and ’23 hour stay’ surgery.

CEPOD and Trauma

There is a dedicated CEPOD theatre that is staffed 24 hours a day. The urology team is proud to be able to provide primary ureteroscopies for colic in suitable patients as standard of care. Out of hours cover is provided by a team of Consultant Anaesthetist, supporting a middle tier of trainees and speciality doctors. There is a dedicated trauma theatre that is staffed during normal working hours, 5 days a week. Additional weekend trauma sessions are covered by a separate team of anaesthetists.

Pre assessment

Within VHK, there is a dedicated "Pre-Assessment Suite" which provides pre-operative assessment for all general surgical, orthopaedic, urology, oral, maxillofacial, breast and vascular specialties. It has been operational for more than 10 years and has a throughput of approximately 5500 patients per annum. The service has evolved into a comprehensive nurse lead assessment service providing the patient with vital personal contact, pre-operative information, instruction and follow up tests. Nurse practitioners perform full physical examination including heart and lung assessment, ECG interpretation and prescribing where necessary. The pre-assessment staff have an excellent working relationship with the cardiology department providing the patient with immediate cardiology opinion when necessary.

Day Surgery Unit

Day surgery and 23 hour stay surgery are largely based in a stand-alone unit at QMH, although some day surgery is performed at VHK. Resident Medical Officers are in place at QMH allowing us to perform increasingly complex procedures. Most specialities have regular short stay operating lists at QMH. A large number of cutting edge interventions are performed at this site while being done as day case. Equipment at this site incudes (High powered Holmium Laser – Lumenis Moses P120, TFL-Drive Laser, Greenlight Laser (XPS P120), Piranha Morcellator, flexible ureteroscopes, modern Zeiss Microscope and potential for hosting HIFU/Focal Therapy.

Urology Diagnostic and Treatment Centres

Urological services in Fife are based in a dedicated Urological Diagnostic and Treatment Centre within Victoria Hospital. This has centralised and integrated all specialist clinics, OP clinics, flexible cystoscopy lists and day case theatre. It has a single management structure and is supported by a specialist nurse team and secretarial staff. A smaller Diagnostic and Treatment Centre is situated within Queen Margaret Hospital, Dunfermline. A number of review, One Stop Clinics, BPH clinics and nurse-led clinics take place on this second site.

The Prostate Treatment Centre

The urology team in NHS Fife prides itself with a unique, state of the art Prostate Treatment Centre delivering a complete portfolio of BPH/Urethral stricture solutions under LA in a true outpatient setting (iTIND, Rezum, Urolift, Optilume), but also LA TP biopsies as standard for prostate cancer diagnostics. Results from the PTC have been published in peer reviewed journals and communicated on a global stage.

**Consultant Staffing**

Mr F. Al Jaafari (Clinical Lead)

Mr R A Chapman

Mr I. Mitchell

Mrs S. Guillaumier

Mr K. Janjua

Mrs R. Webber

Miss H. Simpson

Mr B Dreyer

Mr T Amer

Vacancy

+ 2 additional BPH posts to be advertised soon

**Section 4: MAIN DUTIES & RESPONSIBILITIES**

The main duties and responsibilities for the post/s include the following:

**Clinical Duties**

The post holder will join a team of 9 Consultant Urological Surgeons in the Operational Division of NHS Fife, to provide elective and emergency services in Fife. The appointee will undertake commitments at Victoria Hospital, Kirkcaldy, Queen Margaret Hospital Dunfermline.

We are looking for a consultant to complement the interest of the current consultants, in particular bolstering the Endourology and laparoscopic renal services. You will be expected to fulfill an accepted clinical role as a consultant in the specialty and play an active part in the day to day management of the service as well as that of the surgical directorate

It is anticipated that the emergency Urology Consultant care will be shared on a 1:8 contract.

It is also anticipated that the appointee will take an active role in both undergraduate and postgraduate teaching and training as well as audit and research. Basic Science research links are already established with The University of St Andrews.

You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management.

Subject to the provisions of The Terms and Conditions of Service you are expected to observe the Division’s agreed policies and procedures, drawn up in consultation with the profession on clinical matters and follow the standing orders and financial instructions of the Division.

In particular where you formally manage employees of the Division you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.

You are required to comply with Divisional Health & Safety Policies.

### Cover for Consultant Colleagues

Annual/Study Leave - You will be expected to work as a team to ensure continuity of care during planned leave, and to provide emergency cover for consultant colleagues during unexpected absence. If for any reason such deputising is not practicable, the Acute Services Division of NHS Fife will authorise the use of locum cover.

**Teaching**

You will be expected to take part in formal teaching programmes within the Division where an active teaching programme exists for junior medical staff. Undergraduates from Dundee, St Andrews and Edinburgh universities are regularly attached to services.

**Continuing Medical Education**

The Board supports and will require you to participate in continuing medical education (CME). You are entitled to 30 days paid study leave within any 3-year period, with expenses where approved for the purposes of CME.

**Research**

Interest in research is welcomed and would be supported by Consultant colleagues.

**Clinical Governance**

NHS Fife’s Acute Services Division is committed to maintaining a high quality of services to patients, with particular regard to patient safety, by continual development of practice in the light of research evidence and by audit based against relevant standards.

**Managerial/Administrative Responsibilities**

You are encouraged to attend relevant meetings within the Acute Service Division.

**Section 5: INDICATIVE JOB PLAN**

**Contract: Full-time**

**Programmed Activities: 10**

**Availability Supplement: 5%**

Extra programmed activities may be negotiated between yourself and NHS Fife.

The job plan will be negotiated between yourself and the Clinical Lead for (insert specialty) annually.

Moving into the future, this work pattern will change and Consultants will be required to undertake scheduled work during out of hours periods. This will be part of the regular job plan and will be remunerated in line with nationally agreed terms and conditions of service, or your PA’s will be reduced from 4 to 3 hours, in line with the 2004 Consultant contract.

**PROVISIONAL JOB PLAN**

|  |  |  |  |
| --- | --- | --- | --- |
| **Day** | **Hospital/Other Location** | **Type of Work** | **PAs** |
| Monday am | QMH | DSU (alternate weeks) | 1 |
| Monday pm | QMH | DSU (alternate weeks) | 1 |
| Tuesday am |  | SPA | 1 |
| Tuesday pm |  | Admin | 1 |
| Wednesday am | VHK | Theatre (alternate weeks)/stone/cancer clinic | 1 |
| Wednesday pm  | VHK | Theatre (alternate weeks)/MDT | 1 |
| Thursday am | VHK | OSC  | 1 |
| Thursday pm | VHK | SPA | 1 |
| Friday am | VHK | Review clinic | 1 |
| Friday pm | VHK | Off | 0 |

**Section 6: CONTACT INFORMATION**

Informal enquiries and visits are welcome and should initially be made to:-

Mr Feras Al Jaafari

Telephone: 28694

Email: feras.aljaafari2@nhs.scot

**NHS Fife**

Hayfield House

Hayfield Road

Kirkcaldy, KY2 5AH

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