

JOB DESCRIPTION

Post Title: Senior Clinical Fellow (ST3+ equivalent in Urology)

Base: Manchester Royal Infirmary and Trafford General Hospital

Term of Post: 6 months initially, extendable by mutual consent

Salary Scale: £30,605 to £48,123 per annum

Name of supervising Consultant: Mr Iain McIntyre

1. THE TRUST

Central Manchester University Hospitals NHS Foundation Trust is a major teaching Trust with seven hospitals on four sites. The hospitals are Manchester Royal Infirmary, Manchester Royal Eye Hospital, St. Mary's Hospital, and Royal Manchester Children's Hospital which are all at the main Central Manchester site. There are also the University Dental Hospital, Trafford General Hospital and Altrincham Hospital, along with Community Services.

2. THE DEPARTMENT

The Urology department comes under the management of the Division of Surgery which is located within the Manchester Royal Infirmary, purple zone, on the second floor. In-patients and day case procedures are located on the Central Manchester Urology Unit. The urology department holds its outpatient clinics within the main outpatient department at MRI and the urology unit at Trafford General Hospital. The current demand on this service for new and follow up appointments across both MRI and Trafford sites are in excess of 15,000 attendances. The urology department offers a full range of services including:

- General Urology
- Urethral reconstruction
- Andrology
- Endourology, including percutaneous surgery
- Urological Oncology
- 3-D Laparoscopy for benign and malignant conditions
- Female Urology, urodynamics and lower urinary tract function.

The table below outlines the consultant staffing structure of the department:

Consultant	Specialist interest
Mr Iain McIntyre (clinical director)	Endo and general urology
Mr Dan Burke	Laparoscopy and Uro-oncology
Mr Richard Napier-Hemy	Laparoscopic & endo-urology
Mr Ian Pearce	Andrology and Female urology
Mr Neeraj Sharma	Uro-oncology
Mr Ben Grey	Endo-urology and stone surgery
Miss Katie Moore	Urethral Reconstruction
Miss Ann Crump	Core urology, stone surgery and Trafford urology lead
Mr Douglas Barnes (part time)	Uro-oncology

The management team for the department is detailed in the table below:

Name	
David Pearson	Divisional Director of Surgery
Vic Smith	Directorate Manager, Urology
Jill Beattie	Operations Manager
Julie Pugh	Office Manager

The department is a self-administrating Unit, supported by a Clinical Director, Directorate Manager, Clinical Nurse lead and the Head of Nursing for Surgery. Each Consultant has dedicated secretarial and clerical support ensuring timely and appropriate correspondence, patient listing, admissions and fully utilised operating lists.

Additional Medical Staff

- 1 Associate Specialist
- 2 Specialist Registrars
- 1 Specialty Doctor
- 2 Senior Clinical Fellow (ST3+) – this job description is for one of these posts
- 2 CLINICAL Fellows (CT1-2)
- 3 Foundation Year 1 Doctor
- 6 Specialist Nurses at MRI site
- 1 Specialist Nurse at Trafford Site -

3. THE POST

This is a replacement post due to the recent retirement of a staff grade doctor. The role is ideally suited for a candidate post FRCS (Urol) or equivalent who wishes to gain further experience in a specific area of urology prior to applying for a consultant post; or an individual wishing to take on the role of associate specialist / trust doctor. Less experienced candidates will be considered for the role as long as they hold MRCS (or equivalent) and have at least 2 years of full-time urological experience at ST3+ level.

3.1 Main Job Purpose:

This post is designed so that the successful candidate can gain experience in an area of urology they wish to pursue in their future career as a consultant urological surgeon. Theatre and clinic exposure will be tailored to accommodate the candidate's requirements and to fit in with the other senior trainees within the team. As MRI is a tertiary referral site for urology there is the opportunity to gain experience in a number of different areas ie; major open oncology, 3D laparoscopy, PCNL and complex stone, urethral reconstruction or Andrology. As a consequence the specific role will be dependant on the skills of the applicants and of the other members of the team currently in post.

3.2 Key Duties and Responsibilities

Key Duties and Responsibilities

- The appointee will be expected to work closely within the multidisciplinary team of doctors, nurses, administrative staff and the directorate manager.
- To participate in clinics, theatres, speciality clinics and MDT's. Job planning will be ongoing depending on the demands of the urological service at the time.
- On call duties 1:6 (out of office hours)
- The appointee will act as 'registrar of the week' one week in every six weeks. This will involve a daily morning ward round of all urology patients with the consultant of the week, three afternoon emergency clinics per week and, together with the consultant of the week, taking responsibility for the management of all urological emergency patients that are referred within office hours.
- The Trust runs a robust Clinical Governance Agenda and the department aims to support and develop audit within the department and participation in regional and national audits is encouraged. For the purposes of audit, research & continuing professional development, access to a personal computer with internet access will be provided.
- The appointee will have the opportunity to develop their teaching skills. We have medical students attending the clinic for clinical teaching. We also have a variety of health care professionals sitting in clinics. The nurses and therapy staff have teaching input in the department.
- The appointee will be invited to participate in the clinical research conducted within the department. The post holder will be encouraged to develop his/her own research interests.

The **approximate** distribution of these duties over the standard 10 sessions is illustrated in the job plan below. The appointee will not be expected to follow this timetable when 'registrar of the week'.

	Monday	Tuesday	Wednesday	Thursday	Friday
Morning	Theatre MRI	Flexi List	Theatre MRI	Speciality Clinic	Clinic
Afternoon	Theatre MRI	Patient admin	Theatre MRI	Haematuria Clinic	Audit/CPD

Although these are fixed sessions, on occasion the post holder may be asked to cover other clinical sessions due to unforeseen circumstances. The exact time-table can be changed depending on the service needs of the Department in consultation with the post holder. **The**

total number of clinical sessions will not exceed 8 per week.— The post holder will also need to carry out a ward round to start preparing patients for theatre between 7.30 am and 8.30 am on theatre days .

The job plan is subject to a twice yearly review by the post holder and the Directorate Manager and consultant lead. This annual review should provide the post holder and the consultant lead the opportunity to discuss any issues which may have arisen and to discuss any changes which may need to be made to meet new circumstances or service priorities, including reassessment of the sessional commitment deemed necessary.

3.3 On-call

The post-holder will participate in a 1:6 non resident on-call for the Urology Service at the Manchester Royal Infirmary site (which makes up 2 PA's) of the 12 PA job plan.

3.3 Experience offered

Experience is offered in a full range of urological open, laparoscopic and endoscopic surgical procedures and the pre, peri and post operative care of these patients.

Examples

3 – D Laparoscopy

- Total and partial nephrectomy
- Pyeloplasty
- Ureterolysis
- Part of endometriosis MDT

Reconstruction

- 1 and 2 stage procedures
- Buccal mucosal grafts

Andrology

- Penile implants
- Pyronies corrective surgery
- Part of Andrology MDT

Open Oncology

- Cystectomy
- Radical prostatectomy
- Nephrectomy +/- Vena Cava involvement

Stone surgery / endourology

- PCNL
 - Mini PCNL
 - Extra-anatomical stents
 - Complex flexible ureteroscopy
 - Use of Hybrid operating suite
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Additionally the post holder will have the opportunity to develop diagnostic skills in general and specialised clinics.

Whilst this post is not recognised for training, depending on the expectations of the appointee, we will endeavour to meet your training needs. Individual doctors should discuss their training needs with the supervising Consultant. Previous post holders within the department have successfully progressed to consultant posts within the UK.

CONDITIONS OF SERVICE

The post is subject to the Terms and Conditions of Service for Specialty Doctors.

1. Covering Unforeseen Absence/ Occasional Emergencies

Medical Staff may be asked to perform additional duties in occasional emergencies and unforeseen circumstances at the request of the appropriate consultant, in consultation where practicable with colleagues both senior and junior.

2. Accountability

Managerially accountable to Mr Iain McIntyre (Clinical Director) and professionally accountable to the Trust Medical Director, Professor RC Pearson.

3. Study Leave

As this is a non-training post, study leave will be granted at the discretion of your supervising consultant in conjunction with your Directorate Manager.

4. Annual leave

The annual leave entitlement is 27 days per annum plus public holidays.

5. Maintaining Medical Excellence

The Trust is committed to providing safe and effective care for patients. To ensure this there is an agreed procedure for medical staff that enables them to report, quickly and confidentially, concerns about the conduct, performance or health of medical colleagues (Chief Medical Officer, December 1996). All medical staff, practising in the Trust, should ensure that they are familiar with the procedure and apply it.

6. Risk Management

The Trust has a Risk Management Strategy. All Medical Staff are required to adhere to the principles and practices contained therein.

7. Infection Control

It is a requirement for all staff to comply with all infection control policies and procedures as set out in the Trust Infection Control manual

If you would like to discuss this post in more detail please contact Mr Iain McIntyre on 0161 276 1234.
