

Additional Departmental Information

Grade: Consultant

Department: Urology

Reports to: Clinical Director for Urology

Additional Information:

Portsmouth Hospitals University NHS Trust is a provider of Acute Health Services under contract to a range of Purchasers in the Hampshire basin and Western South Downs. The catchment is in excess of 650,000 people. The area served by the Trust is on the Solent and English Channel and includes the City of Portsmouth and the Boroughs of Gosport, Fareham and Havant extending from Warsash in the west to Emsworth on the Sussex border and its northern boundaries encompass Petersfield and Liss. With the exception of the rural north, it is an essentially urban area having grown up around the Royal Naval establishments in Portsmouth and Gosport. It now provides a wide range of modern high-tech industry and the facilities associated with a commercial port and cross Channel ferry terminal.

Portsmouth is a thriving naval city, steeped in history, on the South Coast. It is ninety minutes from central London and has good transport links, including regular ferries to France and Spain. The major airports are easily accessible. It has some of the best water sports facilities in Europe and sandy beaches are within easy reach. Developments within the city itself and on the Gosport side of the harbour suggest a vibrant future for the area. Inland from the hospital is the beautiful and relatively unspoilt countryside of rural Hampshire. Close by is the New Forest and the recently designated National Park of the South Downs. The area combines the advantages of city life with pleasant villages and seaside towns. There are a number of first-rate schools both in the state and private sector and it is an excellent place to raise a family.

Portsmouth Hospitals University NHS Trust

Portsmouth Hospitals University NHS Trust has a vision to be recognised as a world-class hospital, leading the field through innovative healthcare solutions, focusing on the best outcomes for our patients, delivered in a safe, caring and inspiring environment.

At present Portsmouth Hospitals University NHS Trust provides the following services, Emergency Medicine, Trauma and Orthopaedic Surgery, Oncology, Radiology, Orthodontic and Oral Surgery, General and Specialist Medicine, General Surgery, Breast Screening and Surgery, Plastic Surgery, Renal Services, Acute Medical Admissions, Ophthalmology, Maxillofacial, ENT, Critical Care, Coronary Care, Elderly Medicine, Rheumatology, Elderly Medicine, Rehabilitation, Dermatology and Neurology.

The Department & Staff

The Urology Department is based at the Queen Alexandra Hospital in Portsmouth. Peripheral clinics are presently provided in Gosport, Petersfield and Fareham. The successful candidate would be expected to adopt a flexible approach to job planning and potentially engage in the provision of out-patient services in sites outside of the main department.

The advertised position is a full-time consultant post, at the Queen Alexandra Hospital, providing urological services to South East Hampshire and the Isle of Wight.

Current urology senior medical staff:

Miss L Lavan	Consultant & Clinical Director Urology
Mr YC Phan	Consultant
Mr C Rowbotham	Consultant
Mr M Ismail	Consultant
Mr A Auer	Consultant
Miss M Sahu	Consultant
Mr D J Hodgson	Consultant
Mr M S Wilkinson	Consultant
Mr D Wilby	Consultant & Cancer Lead
Mr R Robinson	Consultant & Care Group Director Surgery
Miss S Deverill	Consultant
Mr M Crockett	Locum Consultant
Mr J Jaipuria	Specialist Doctor

There are three specialty registrars (ST3+) on the Wessex training scheme, five ST3+ locally employed doctors, one senior fellow and one CT grade trainee, providing 24 hour dedicated urology middle grade cover. There is a large team of nurse specialists and nurse practitioners. The ward team is supported by four FY1 grade doctors. On call activity is undertaken using a consultant of the week model of care, with elective activity stood down during that period. It is anticipated that upon appointment to the advertised post that this will be on a minimum of a 1:9 basis.

In July 2009 the department relocated to a self-contained outpatient and diagnostic suite. This includes offices, consulting rooms, urodynamics, intra-vesical chemotherapy, lithotripsy, trans-perineal LA prostate biopsy and an endoscopy suite providing facilities for flexible cystoscopy, including LA Botox and TULA. There is a separate dedicated urology ward within the surgical floor, adjacent to the surgical high dependency unit and acute surgical admissions unit.

The Trust has a well-established multi-specialty robotic surgery programme, with four Intuitive systems. The urology department has an experienced team of robotic surgeons, anaesthetists, nursing staff and surgical assistants, providing a comprehensive prostatectomy, cystectomy, renal surgery and a benign reconstruction service. Our robotic surgeons have a very close working relationship with the colorectal and gynaecology teams, performing a large number of joint complex pelvic cancer and endometriosis procedures. In parallel to robotics, we have dedicated urology inpatient and day case theatres, offering access to comprehensive general urology, PCNL, bipolar TURP, HoLEP, prostate brachytherapy and laparoscopy. We have a strong record of providing day surgery for the vast majority of non-major cancer resections, including TURBT, TURP, HoLEP, URS and mini-PCNL.

The department is supported on site by colleagues in radiology, who offer all major diagnostic facilities, with four full time specialist uro-radiology consultants and a 24-hour interventional radiology service. The hospital is a designated Cancer Centre offering chemotherapy, immunotherapy and radiotherapy services, including brachytherapy, with plans to shortly commence SABR. The urology department has close working ties with the Regional Renal Transplantation and Renal Medicine Units, based at the Queen Alexandra Hospital, receiving a large number of complex tertiary referrals from within this population. The Division of Surgery and Outpatients within the Trust was rated as Good in all domains in CQC report published in January 2020.

In 2019, Portsmouth Hospitals University NHS Trust and the Isle of Wight NHS Trust formed a Strategic Partnership to enable both organisations to work together to improve acute care and service delivery for our combined population of 800,000. Urology services have been at the forefront of this strategic partnership, building on a close working relationship that has existed between the departments for over 20 years. The Trusts retain separate urology departments, providing comprehensive general and acute urology on both sites, staffed both independently and with split-site members of staff. This remains the proposed model of care moving forward. However, as partnership working develops it is anticipated that there will be much closer alignment of service delivery models, greater collaboration and cross site working.

Education & Research

It is expected that the appointee will contribute to the active teaching programme for junior medical staff within the Trust and nurses within the Health Safety and Wellbeing Service.

The post holder is strongly encouraged to develop the academic potential of the service and will be expected to have an active interest in academia, to promote an academic ethos amongst all staff and where appropriate to carry out and encourage research projects.

Conditions of Service

The post is covered by the Terms and Conditions of Service Consultant Contract (2003)

The Trust expects all Medical and Dental staff to work within the guidelines of the GMC 'Guide to Good Medical Practice' which can be viewed on the GMC website www.gmc-uk.org.

Where the post holder manages employees of the Trust, he/she/they will be expected to follow the local and national employment and personnel policies and procedures.

Accommodation

Shared office accommodation will be made available within the department together with secretarial support.

Management

The post holder will be expected to work with local managers and professional colleagues in the efficient running of services including the medical contribution to management. Subject to the provisions of the Terms and Conditions of Service, the post holder is expected to observe agreed policies and procedures drawn up on consultation with the profession on clinical matters and follow the standing orders and financial instructions of the Portsmouth Hospitals University NHS Trust. Managers of employees of the Portsmouth Hospitals University NHS Trust are expected to follow the local and national employment and personnel policies and procedures. The post holder will be expected to ensure that there are adequate arrangements for hospital staff involved in the care of patients to be able to contact him/her when necessary.

All medical and dental staff are expected to comply with the Portsmouth Hospitals University NHS Trust Health and Safety Policies.

All medical and dental staff are expected to proactively, meaningfully and consistently demonstrate the Trust Values in their every day practice, decision making and interactions with patients and colleagues.

Study leave

30 days within a three-year period, subject to national and local policies will be allowed.

Status of Post

The post holder will be appointed on the Consultant Contract (2003) and the sessions have been allocated accordingly. The job plan is for a 10 PA working week. The job plan is reviewed on an annual basis.

Any Consultant who is unable, for personal reasons to work full-time, i.e. only on a part-time basis, will be eligible to be considered for the post. If such a person is appointed, modification of his/her job plan will be discussed between the Consultant and Clinical Director in conjunction with Consultant Colleagues if appropriate.

Review of Job Plan

It is recognised that the work programme for any new consultant taking up post will take time to settle into a regular pattern. Therefore, this job plan, including its integral work programme, will be reviewed after six months in post and thereafter on an annual basis. Such a review with the CDs will form part of the appraisal and revalidation process. Any amendments will be made by agreement.

Office and Secretarial Staff

A shared office and secretarial support will be available for the post-holder within the department of urology.

Residence

Residence within either 10 miles or 30 minutes by road from Queen Alexandra Hospital is usually required unless alternative arrangements agreed with the Trust management. Their private residence must be maintained in contact with the public telephone service.

Safe Guarding

Act in such a way that at all times the health and well-being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

Infection Control

In compliance with the Trust's practices and procedures associated with the control of infection, you are required to:

- Adhere to Trust Infection Control Policies assuring compliance with all defined infection control standards at all times.
- Conduct hand hygiene in accordance with Trust policy, challenging those around you that do not.
- Challenge poor practice that could lead to the transmission of infection.

Hand Hygiene Policy

The Trust has adopted "Naked Below the Elbow" strategy which means that when involved in patient care and direct physical contact with patients, you must wash or decontaminate your hands as per the Hand Hygiene Policy.

Compliance with the Hand Hygiene Policy is mandatory: "you must wear short sleeved shirts/blouses/uniform, remove any out jackets and roll up your sleeves. No jewellery should be worn below the elbow (except a plain wedding band) and wrist watches must be removed.

Compliance with this policy will be monitored and any non-compliance may be subject to disciplinary action."

Rehabilitation of Offenders

Because of the nature of the work for which you are applying, this post is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act, 1974 by virtue of the Rehabilitation of Offenders Act, 1974 (exceptions) order 1975. Applicants are therefore not entitled to withhold information about convictions. This could result in dismissal or disciplinary action from the Trust.

Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order is applied.

Post Availability

It is anticipated that interviews will take place in April 2025 with the expectation that the successful candidate will commence within six months of interview unless a special agreement has been made between the appointee and Portsmouth Hospitals University NHS Trust.

If you consider it unlikely that you will be able to take up the appointment within such a period, you are advised to point this out at the time of your application.

Visiting Arrangements

Those who wish to visit the hospital should contact Charlotte Stephens Charlotte.Stephens@porthosp.nhs.uk - PA to Richard Robinson

Please note that Portsmouth Hospitals University NHS Trust will reimburse expenses for one pre-interview visit in respect of shortlisted candidates.

Due to the high volume of recruitment and our desire to treat all applicants fairly it is not possible to meet with the Chief Executive Mrs Penny Emerit prior to the Appointments Advisory Committee.

However, arrangements to meet with Dr Steve Mathieu, Medical Director, can be made by contacting 023 9228 6342.

Both Medical Director and the Chief Executive are extremely committed and supportive of this appointment and the successful applicant will have an opportunity to meet them as part of the induction programme.