

## Consultant Job Description

**Grade:** Consultant Nephrologist – Fixed Term

**Department:** Nephrology

**Reports to:** Clinical Director

### Overview

The Wessex Kidney Centre (WKC), part of Portsmouth Hospitals University NHS Trust (PHUT), invites applications for a fixed-term Consultant Nephrologist post to support acute inpatient renal care in Portsmouth and outpatient nephrology services across West Sussex and Hampshire. This 21-month appointment covers a sabbatical period and offers a unique opportunity to join a progressive, regionally integrated renal service.

### Clinical Responsibilities

The successful candidate will join a team of nephrologists delivering comprehensive renal care across a wide geographical footprint. Responsibilities include:

- Outpatient management of nephrology, dialysis, and chronic transplant patients at satellite units in Bognor Regis and Fareham.
- Inpatient nephrology and acute kidney injury (AKI) care at Portsmouth Hospitals, with 2-week ward cover every 10 weeks.
- Participation in a 1:10 on-call rota, including weekends.
- Oversight of virtual clinics for chronic kidney disease (CKD) patients via digital platforms.
- Joint responsibility for renal replacement therapy (RRT) clinics at satellite dialysis unit.
- Home haemodialysis clinics —supporting one of the UK's largest home dialysis populations.
- Dedicated procedural sessions for line insertions and renal biopsies.
- Supervision and teaching of resident doctors in procedural skills and clinical practice.

### Clinic Structure

- Clinics are 4 hours in duration, accommodating 8–15 patients depending on case mix.
- Appointment times:
  - Nephrology follow-up: 15 minutes
  - RRT follow-up: 20 - 30 minutes
  - New patients: 30 minutes
- Typical templates:
  - Non-dialysis clinic: 2 new + 10 follow-up patients
  - Dialysis clinic: 8 patients
- All patients have a named consultant overseeing their care, with specialist clinics for peritoneal dialysis, home haemodialysis, young adult transition, genetic nephropathies (excluding PKD), acute vasculitis, and early post-transplant care.

### Subspecialty Development

- WKC actively supports subspecialty interests. Applicants with expertise or aspirations in a particular nephrology subspecialty are encouraged to apply, with opportunities for mentorship and service development.

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## Job Plan

- Total: 10 Programmed Activities (PAs)
  - 8 PAs Direct Clinical Care (DCC)
  - 2 PAs Supporting Professional Activities (SPA)

## Person Specification

### Qualifications

#### *Essential*

- Full GMC registration with a licence to practice
- CCT in Nephrology (or within the next 6 months) and MRCP

#### *Desirable*

- Higher degree

### Clinical Experience

#### *Essential*

- Entry on the GMC specialist register via CCT (proposed date must be within 6 months) or CESR
- Specialist Training in Nephrology to the level of CCT completion.

#### *Desirable*

- Procedural competency in tunnelled catheter insertion, renal biopsy (native and transplant), PD catheter insertion

### Clinical Skills

#### *Essential*

- Demonstrable clinical and technical skills to provide a consultant service in nephrology and nephrological emergencies
- Understanding of clinical risk management

#### *Desirable*

- Ability to perform, supervise and teach native and transplant renal biopsy (ultrasound-guided), and ultrasound-guided central venous cannulation including tunnelling

### Knowledge

- Able to demonstrate appropriate level of clinical knowledge
- Knowledge and use of evidence-based practice
- IT skills
- Effective, confident presentation ability
- Experience in and outside speciality

### Other

- Evidence of participation in audit
- Good oral and written communication skills
- Publications
- Logical thinking, problem solving and decision making
- Higher degree (desirable)

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### **Strategic approach**

- clarity on objectives, clear on expectations

### **Relationship building**

- communicate effectively, be open and willing to help, courtesy, nurtures partnerships

### **Personal credibility**

- visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity

### **Passion to succeed**

- patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence

### **Harness performance through teams**

- champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff, respect diversity

Job holders are required to always act in such a way that the health and wellbeing 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.

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## **Additional Departmental Information**

### **Additional Information:**

The post will be a full time Nephrology post. The post holder will provide inpatient services and oncall commitment in Portsmouth Hospital NHS trust, this is the main Wessex Kidney Centre base. Outpatient clinics will be predominately based in Bognor Regis (general nephrology and haemodialysis clinics) and Fareham (home haemodialysis clinics). The post holder will oversee virtual clinics for CKD patients via established digital platform.

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### **Portsmouth Hospital University NHS Trust**

Portsmouth Hospitals University NHS Trust is a provider of Acute Health Services under contract to a range of Purchasers around the Hampshire basin and Western South Downs. The catchment is more than 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.

PHUT has a vision to be recognized 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 PHUT 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.

### **Local area**

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

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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 several first-rate schools both in the state and private sector and it is an excellent place to raise a family.

### **The Wessex Kidney Centre**

WKC is centred in dedicated premises at Queen Alexandra Hospital (QAH). The WKC provides a comprehensive renal service to an adult population of approximately 2.3 million, covering the majority of Hampshire, the Isle of Wight and the adjacent parts of Wiltshire, West Sussex, Berkshire, and Surrey. There are ~850 patients in the dialysis programme (750 on haemodialysis (including 100 at home) and 100 PD), and around 1000 patients with functioning transplants. The Unit takes on around 110 new patients with end stage renal failure per million adult population per year and undertakes approximately 100 renal transplants per year with a significant live donor programme. Patients are referred for pancreas-kidney transplantation to the Oxford Transplant Centre, which performs monthly assessment clinics within the outpatient department on the Renal Unit.

WKC has a 5-year strategy for service improvement which will see significant transformation to enhance patient care in the coming years, this includes a strategy for haemodialysis delivery which will see the redevelopment of some of the existing dialysis facilities.

WKC in QAH houses three dedicated inpatient renal wards with 50 beds and an additional 7 day-treatment beds. There is an out-patient dialysis ward with 25 stations. WKC has its own integral out-patient department and the facility to see programme patients as emergencies during the day. Plans are in place to expand the inpatient and assessment areas to keep up with increasing demand. Most nursing staff on the wards are nephrology trained and there is a locally run Nephrology Nursing Course. The Unit employs Living Donor and Recipient Transplant Co-ordinators dedicated Renal Dietitians, Renal Pharmacists and a Transplant Immunosuppression Service team. There are excellent, committed nurse specialists in vascular access, transplantation, pre-dialysis care, home haemodialysis, peritoneal dialysis, and anaemia management, who actively participate in and lead multidisciplinary team meetings, nurse-led and -supported clinics, audit and research. The WKC Home Therapies Hub is based in Fareham Community Hospital and houses the PD and Home HD teams.

Out-patient nephrology clinics (including general nephrology, haemodialysis (including home HD), CAPD and transplant/vascular access review) run on every day of the week. In addition, the Consultant Nephrologists are responsible for peripheral clinics in the satellite hospitals.

This post is a 21 fixed term post to cover a consultant nephrologist sabbatical period. The post holder will have joint responsibility for nephrology outpatient care of patients in West Sussex, holding clinics in Bognor Regis and Fareham, and at the satellite haemodialysis unit in Bognor Regis. The post is supported with secretarial, specialist nursing and allied health professional staff based at the WKC.

WKC has eight satellite dialysis units:

Four are NHS owned/rented and staffed;

- Bognor Regis,
- Totton in Southampton
- Isle of Wight
- Milford-on-Sea, New Forest

The remainder are privately run and subcontracted:

- Basingstoke
- Chandlers Ford, Southampton
- Havant, Portsmouth
- Salisbury

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The consultant team is responsible for satellites units, individually or shared, and holds regular dialysis clinics within the units. Peritoneal dialysis, home haemodialysis and transplant patients beyond the first six months are all seen as close to home as possible.

WKC provides home haemodialysis with a dedicated support staff. This is an ongoing development with the aim to continue to provide home HD to all patients who are eligible. Currently WKC has one of the largest home dialysis patient populations nationally with ambition to grow further. The post holder will join the home dialysis team supporting 2 other nephrologists and dedicated nurse specialists. The NxStage and Quanta machines are currently being used as these minimise home conversion while still providing effective dialysis and are relatively portable

The Peritoneal Dialysis Team is nationally and internationally known for acute start PD, medical PD catheter insertion, nurse-led education and training, PD pathway and conscious sedation protocols. The ability to insert double-cuff tunnelled Tenckhoff peritoneal dialysis catheters would be an advantage.

Many of the current consultant nephrologists are clinical leads for a dialysis modality, pre-dialysis, home haemodialysis, transplantation, acute kidney injury or anaemia. There is also a governance lead.

Portsmouth University opened a medical school in collaboration with Kings College London in August 2024. WKC hosts medical students twice weekly, providing education and training. Medical students are also hosted from the University of Southampton medical school and medical staff from the service participate in regular university teaching. There is increased opportunity to develop an educational interest with expanding roles in the new medical school and therefore an interest and expertise in undergraduate teaching would be an advantage for this post holder.

The service is the only nephrology training facility in the region and has 8 nationally numbered ST4+ training posts. The clinical experience is excellent, with acute transplantation, a large population, significant and varied dialysis cohort and multiple feeding acute hospitals. There is a significant service commitment, and the renal registrars provide a 24/7 non-resident second on-call rota, management of our renal ambulatory SDEC service and are a significant support to clinics. There are 8 dedicated SHO-grade (FY2-IM2) residents who provide first on-call solely for the renal unit. A significant number of nephrological procedures are performed by the ST4+ residents. Consultant nephrologists have joint responsibility for performing and training/supervising the renal residents in these procedures. The post holder will have a regular dedicated procedure list.

The service provides acute and chronic transplantation for the region, including all work up, surgical, nephrological and nursing care. Hand-assisted laparoscopic nephrectomy is the donor operation of choice. The transplant team perform around 100 renal transplants a year, this includes a dynamic and increasing living donor programme, and the highest number of non-directed altruistic donations in the country. The local commissioners favour transplantation, particularly pre-emptive. The H&I laboratory is off-site but provides an excellent crossmatch service. Experience in renal transplantation is essential for this post as the post holder will be involved in recipient work up and long-term transplant follow up in the peripheral site.

The six transplant surgeons provide a dedicated vascular access service, with good links to vascular imaging and interventional radiology. The vascular access nurse specialists provide and coordinate fistula and graft monitoring with pre-emptive investigation and treatment, maintaining our excellent primary patency rates.

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## Existing Medical Staff Establishment (Portsmouth)

Nephrology Consultants	<ul style="list-style-type: none"><li>• 21 Consultants</li><li>• 1 associate specialist</li></ul>
Nephrology Junior Staff:	<ul style="list-style-type: none"><li>• 10 Specialist Registrar-grade residents in Nephrology (including 1 on rotation to Southampton, 2 rotating within General medicine at QAH)</li><li>• 2x IMT3 resident doctors</li><li>• 1x FY1 resident doctor</li><li>• 8 Senior House Officers or equivalent</li><li>• 3 Associate Nurse practitioners in nephrology</li></ul>

Transplant and Vascular access surgery	
Surgeons	6 Consultants
Junior Staff:	<ul style="list-style-type: none"><li>1 or 2 Specialist Registrar(s) on surgical rotation</li><li>1 Senior House Officer rotating with General Surgery</li><li>1 Physician associate</li></ul>

## Research and Development within WKC

The research interests of WKC cover many areas of Nephrology, including:

- Familial nephropathies
- Epidemiology of CKD
- Acute kidney injury (AKI) and chronic kidney disease (CKD)
- Home haemodialysis
- Diabetes and Dialysis
- Digital Health

The service hosts the recently established Academic Department of the University of Portsmouth, aiming to deliver high-quality basic and clinical research. Projects are being developed and all faculties of the university are interested in linking with the renal service.

Basic science research is carried out within the Renal Group, working jointly between the Renal Unit and the University of Southampton.

WKC has its own dedicated research facility for contributing to national and multinational studies, staffed by a dedicated Research Nurse Specialist team. The renal specialty lead for the Hampshire and Isle of Wight CLRN is on site and is supported by additional regional research expertise. The unit is currently involved in several portfolio studies investigating diverse aspects of nephrology, dialysis and transplantation. The recruitment record of the unit is excellent.

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The Trust hosts a well staffed and proactive Academic Research & Development Support Unit which has been set up to develop and facilitate health service-orientated research. Expert help is therefore on site for developing grant proposals and designing future research projects

### **Medical Staffing - Consultants**

The consultant's job plan is subject to change at any time, by negotiation with the Consultant and Trust management.

### **Continued Professional Development**

In addition to the Trust's medical library the department holds an extensive library of journals and relevant educational materials to support CPD. There are opportunities to undertake relevant external duties to support and enhance CPD. These are agreed with the Clinical Director and Medical Director.

### **Revalidation**

The job plan includes 2 PAs of SPA during which time the post holder will be expected to complete activities required for revalidation, continuing professional development and audit.

### **Mentoring**

There is a mentoring process for new consultant colleagues to support adjustment to their new role within Portsmouth Hospitals. The ultimate aim is to make sure that all new consultants have an appropriate period of mentoring tailored to their individual needs to support professional development.

Following appointment there will be a meeting between the Clinical Director/ Clinical Lead and the new Consultant to agree mentoring arrangements.

### **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](http://www.gmc-uk.org).

Where the post holder manages employees of the Trust, he/she 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 in consultation with the profession on clinical matters and follow the standing orders and financial instructions of PHUT. Managers of employees of the PHUT 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 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.

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**Study leave**

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

**Status of Post**

This is a full-time post

**Residence**

There is a 1:10 on call rota with this post requiring a 7 day continuous on call commitment. The individual must be able to commute to Portsmouth hospital within 30mins while oncall. Clinics are in both West Sussex and Hampshire and therefore a UK Driving licence and access to a car as essential for this post.

**Safe Guarding**

Act in such a way that 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 always assuring compliance with all defined infection control standards.
- 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."

**Post Vacant**

The advertised post will be available from February 2026 and the appointee will be required to take up the post no later than three months from the date of the offer of an appointment, unless a special agreement has been made between the appointee and PHUT.

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**

Intending applicants may obtain further information and/or arrange a visit by contacting Amir Bhanji, on 02392 286000 ext 1006 or Amanda Laird 02392 286000 ext 1019.

Please note that Portsmouth Hospitals University NHS Trust will reimburse expenses for one pre interview visit in respect of short listed 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 Emily Wainwright on 02392 286342. Both Mrs Emerit and Dr Steve Mathieu are extremely committed and supportive of this appointment and to appointing the right candidate and, as part of the induction programme the successful applicant will have an opportunity to meet with them.

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## 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.

SUMMARY OF PROGRAMMED ACTIVITY	Number
Supporting Professional Activities	2
Direct Clinical Care (including unpredictable on-call)	8
Other NHS Responsibilities	0
External Duties	0
<b>TOTAL PROGRAMMED ACTIVITIES</b>	<b>10</b>

### 1. ON-CALL AVAILABILITY SUPPLEMENT

The on call requirement is a 7 day continuous oncall in a 1:10 rota. This gives an additional oncall supplement of 3%

### 2. OBJECTIVES – TRUST, SPECIALTY AND PERSONAL

Objectives (and for Specialty and Personal, how these will be met)
<p><b>Trust</b></p> <p>Ensure that, based on the needs of the patients and their families, care is delivered to the highest standard, always maintaining the patient's dignity. Wherever possible, the aim is to promote independence and restore healthy living.</p> <p>Assist in establishing and maintaining a high-quality environment for patients and staff, which delivers excellent care to patients and supports the achievement of all local and national targets.</p> <p>Through personal leadership and influence, contribute to maintaining the highest standards of clinical and environmental hygiene, to assure infection control standards and eliminate hospital acquired infections.</p> <p>Assist in promoting and developing the culture of a learning organisation, that is fully committed to providing excellence in both health and customer care, and to providing continuous improvement.</p> <p>Participate in Continuous Professional Development, thus enabling the Trust to enhance it's reputation for high quality education, learning and development, and research.</p> <p>Use all resources wisely and promote a culture of value for money and return on investment.</p>

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### Specialty

To contribute to the acute nephrology service in PUHT and outpatient work in both west Sussex and Hampshire under WKC team.

To supervise non-consultant staff in clinical and non-clinical activities.

To fulfil college and CPD requirements.

To participate in the teaching of undergraduates, postgraduates and GP's or nurses.

Keeping up to date in areas of specialist interest, including service development, audit, CPD etc..

Contribute to team working within the department.

Contribute to the wider Trust's agenda.

Maintain compliance with Trust mandatory training, policies etc.

### Personal

Allocated personal 1 SPA for revalidation, educational supervision and CPD

Allocated study leave (10 days per year) and budget to facilitate CPD.

Attendance at unit MDT weekly (0.5 DCC and 0.5 Trust SPA)

## 3. SUPPORTING RESOURCES

Facilities and Resources required for the delivery of duties and objectives	Description
1. Staffing support	Resident junior staff (SPR/SHO) for clinic and unit work as deemed appropriate by Department. Secretary and administration staff. Nurse practitioners for support
2. Accommodation	Adequately equipped shared office with desk, telephone, computer with internet access. Access in department to printer. Suitably equipped outpatient consulting rooms, day case and procedure rooms. Meeting room to accommodate whole department with AV facilities. Access to drinking water and beverage facilities. Conveniently located secure car parking with 24-hour access.
3. Equipment	Access to internet in units/theatre/department. Library and database links. Access to confidential telephone facilities Teaching, training, and simulation equipment. IT for data collection and analysis. Outpatients department and theatres equipped to standard set by RCS and BOA.
4. Any other required resources	

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#### 4. ADDITIONAL NHS RESPONSIBILITIES AND/OR EXTERNAL DUTIES

**Specify how any responsibilities or duties not scheduled within the normal timetable will be dealt with:**

As some duties each week are provide OOH, compensatory rest time is allocated in the job plan to account for this.

#### 5. OTHER COMMENTS AND/OR AGREEMENTS

**Detail any other specific agreements reached about how the job plan will operate (for example, with regard to Category 2 fees, domiciliary consultations and location flexibility):**

An annual report detailing research progress and evidence of SPA would be required.

#### 6. AGREEMENT

<b>Doctor:</b>	
<b>Name</b>	
<b>Signature</b>	
<b>Date of Agreement</b>	
<b>Clinical Director:</b>	
<b>Name</b>	
<b>Signature</b>	
<b>Date of Agreement</b>	

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