



King's College Hospital
NHS Foundation Trust

CONSULTANT UROLOGIST
WITH SPECIAL INTEREST IN STONES
10 Programmed Activities – Full-time

INFORMATION PACK AND JOB DESCRIPTION

MARCH 2024

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New Post

KING'S COLLEGE HOSPITAL NHS FOUNDATION TRUST

King's College Hospital NHS Foundation Trust is one of the UK's largest and busiest teaching Trusts with a turnover of c£1 billion, 1.5 million patient contacts a year and more than 15,000 staff based across South East London. The Trust provides a full range of local and specialist services across its five sites. The Trust-wide strategy of Strong Roots, Global Reach is our Vision to be BOLD; Brilliant people, Outstanding care, Leaders in Research, Innovation and Education, Diversity, Equality and Inclusion at the heart of everything we do. By being person-centred, digitally-enabled, and focused on sustainability, we aim to take Team King's to another level.

We are at a pivotal point in our history and we require individuals who are ready to join a highly professional team and make a real, lasting difference to our patients and our people.

At King's College Hospital NHS Foundation Trust we are proud of our diverse workforce and the strength that gives us to provide compassionate care to all of our patients. We are fortunate to employ a workforce that represents the population we care for, and we celebrate the value of differences in age, disability, gender reassignment, marital status, pregnancy and maternity, race, sex, sexual orientation and religion or belief. We have demonstrated our commitment to diversity, equality and inclusion by making it one of our four headline ambitions in our BOLD vision (brilliant people, outstanding care, leaders in research, innovation and education and diversity, equality and inclusion at the heart of everything we do) and there is significant work undertaken at the Trust to ensure that this is a reality for all of our staff.

King's is committed to delivering Sustainable Healthcare for all via our Green Plan. In line with national Greener NHS ambitions, we have set net zero carbon targets by 2040 for our NHS Carbon Footprint and 2045 for our NHS Carbon Footprint Plus. Everyone's contribution is required in order to meet the goals set out in our Green Plan and we encourage all staff to work responsibly, minimising their contributions to the Trust's carbon emissions, waste and pollution wherever possible.

The Trust is recognised internationally for its work in liver disease and transplantation, neurosciences, cardiac, haemato-oncology, foetal medicine, stroke, major trauma, and emergency medicine.

Through its sites including King's College Hospital and the South Sites (Princess Royal University Hospital, Orpington Hospital, Queen Mary's Hospital Sidcup and Beckenham Beacon) the Trust cares for patients in the boroughs of Bromley and Bexley in addition to Lambeth, Southwark and Lewisham. Many services, such as trauma and neurosurgery, are delivered on a regional basis, whilst people from throughout the UK and beyond come to us for our world-renowned specialist services such as liver and foetal medicine. Already one of only 4 major trauma centres in London, King's became the largest provider of stroke services with hyper acute stroke units based on both acute hospital sites in Kent and London. Our elective orthopaedic centre at Orpington Hospital has grown to become the second largest orthopaedic centre in London.

King's specialist services include some world-renowned departments. The Liver Department has the largest transplant centre in Europe, and is celebrated for its innovative practice, the development of split liver transplants, as an example. In foetal medicine, the Harris Birthright Centre has led the world in the development of foetal scanning and surgery. King's has two highly rated hyper acute stroke centres. The hospital also provides innovative cardiac, neurosurgery and haemato-oncology services, and the largest bone marrow transplant centre in Europe.

King's College Hospital NHS Foundation Trust is part of an NIHR ARC (Applied Research Collaboration), a collaborative partnership between universities and surrounding NHS organisations, focused on improving patient outcomes through the conduct and application of applied health research.

The Trust has an annual income of around £1 billion. Education and research are important sources of income, currently contributing around 8% of the total. The Trust is embarking on a strategy to achieve greater diversification of its income, with growth anticipated in tertiary referrals, research and commercial services activities. There is also a developing fund-raising partnership within King's Health Partners for the Clinical Academic Partnership programs in Cardiovascular, Haematology and Neurosciences.

King's organisational values are focused on being a kind, respectful team:

- **Kind.** We show compassion and understanding and bring a positive attitude to our work.
- **Respectful.** We promote equality, are inclusive and honest, speaking up when needed.
- **Team.** We support each other, communicate openly, and are reassuringly professional.

We offer a family-friendly working approach for all staff to ensure a good work-life balance. The Trust provides a supportive mentoring and career planning programme. Applications for job sharing are welcome.

King's Health Partners Academic Health Science Centre (AHSC)

King's is known as an innovative organisation and it is working hard to develop significant partnerships with health and social care partners across London and with industry, designed to improve the provision of integrated care to patients. It is a pivotal founding member of one of the country's Academic Health Science Centres (AHSC) known as King's Health Partners (KHP).

King's Health Partners bring together three leading NHS Foundation Trusts – Guy's and St Thomas' now incorporating Royal Brompton and Harefield, King's College Hospital and South London and Maudsley – with a globally renowned university, King's College London.

The driving purpose behind King's Health Partners is to continually seek and bring about swifter and more effective improvements in health and well-being for patients and people everywhere, by combining the best of basic and translational research, clinical excellence and world-class teaching to deliver ground-breaking advances in physical and mental healthcare.

King's Health Partners (KHP) is one of only eight Academic Health Science Centres in the UK accredited by the Department of Health. This followed a selection process carried out by a panel of internationally renowned clinicians and researchers.

KHP brings together an unrivalled range and depth of clinical and research expertise, spanning both physical and mental health. The AHSC's combined strengths will drive improvements in care for patients, allowing them to benefit from breakthroughs in medical science and receive leading edge treatment at the earliest opportunity.

KHP has:

- Nearly 4.8 million patient contacts each year
- More than 46,000 staff
- Nearly 31,000 students
- A combined annual turnover of more than £4.2 billion

Further information on KHP can be found on its website www.kingshealthpartners.org

Integrated Care Board

The NHS South East London Integrated Care Board is an NHS statutory organisation. They bring together partners involved in planning and providing NHS services, working together to meet the

health needs of the population within south east London and deliver the Integrated Care Partnership's strategy. They are responsible for allocating NHS resource to deliver this plan.

For further information please visit [NHS South East London - Integrated Care Board \(selondonics.org\)](https://selondonics.org)

DUTIES AND RESPONSIBILITIES

1. MENTORING

Coaching and mentoring can be effective approaches to developing employees. Both have grown in popularity; we want to use them to enhance the skills, knowledge and performance of our people around specific skills and goals. We want to develop and strengthen our Grass Roots and Brilliant People aspects of our strategic objectives. Our vision is to create an internal pool of coaches and mentors, from all professions, enabling King's staff to realise their full personal and professional potential. We have launched an in-house coaching skills development programme to upskill current King's coaches and mentors.

The Trust Mentoring Scheme is an opportunity for a relationship that can provide support and direction for newly qualified consultants.

2. MEDICAL STUDENT TEACHING

The appointed practitioner will normally participate in teaching medical students, post-graduate doctors/dentists and other groups at King's College Hospital NHSFT and King's College London (KCL) School of Medicine.

King's College Hospital NHS Foundation Trust, as a major teaching Trust, works in partnership with King's College London to provide the highest possible quality of medical education. The mutual interest of the Trust and School in quality medical education is supported by the SIFT contract.

All consultants are expected to be committed to teaching and to play their part in the delivery of the undergraduate curriculum. These activities would include the planning and review of teaching, and the assessment of students, which could, where properly structured, be undertaken simultaneously with service delivery commitments, including ward rounds and outpatient clinics.

Of necessity, the requirements of the undergraduate medical curriculum change over time and it is not always possible to identify specific teaching commitments in job plans. Some specific roles will be job planned.

The need for flexibility is acknowledged by the Trust and within a Care Group. It is possible that the overall teaching commitment can be unevenly allocated amongst staff to achieve optimal teaching and service quality.

3. POST-GRADUATE TEACHING

The Trust has over 700 training posts and over 400 Trust doctors/dentists across all specialties. The postholder will be expected to participate in teaching and training postgraduate doctors/dentists, which in addition to direct clinical supervision is likely to include acting as an 'educational supervisor' to one or more individuals, providing them with regular appraisal and support. Consultants that undertake educational supervision will be provided with appropriate training in accordance with national requirements and accredited by the Director of Medical Education. Allocation of time for post-graduate education is normally job planned as a team.

4. RESEARCH AND INNOVATION

Involvement in high quality research is strongly encouraged at King's NHSFT, as this supports both the delivery of high quality clinical care, and our role as a partner in a major Academic Health Science Centres.

Support for Research

An important component of the Trust's Research and Development (R&D) strategy is to strengthen the support available to researchers, to make it as easy as possible to participate in, and to lead in clinical research – both commercial and academic.

Each Care Group is aligned with a Research Delivery Unit (RDU) that has a designated R&D Lead, Matron or Manager and a team of R&D research delivery staff. The R&D Office provides support for governance, contracts, costings and research Quality Assurance. The Care Groups and RDUs are encouraged to maintain a mixed model balanced portfolio of research activity, including Clinical Research Network (CRN) studies, research grants, commercial studies, charity funded studies and health services research.

Commercial trials are costed and set up supported by the KHP Clinical Trials Office (KHP CTO) and this office also provides support for applications to the regulatory bodies for all non-commercial CTiMP studies, and Good Clinical Practice (GCP) training. Multi-disciplinary involvement in the research process is strongly encouraged.

Research and Job Planning

The undertaking of research within a job plan should be discussed as part of job planning activities. All staff should be aware of the research being undertaken within their Care Group and in the Trust, and actively support recruitment into all studies, whether or not they have a primary research component to their job plan. All individuals undertaking research are expected to have a good working knowledge of research governance standards, and are required to undertake GCP training as appropriate for the research they are involved in.

Governance of Research

All R&D projects are required to go through the Trust's R&D office, which manages and co-ordinates the National R&D and ethics approvals process. This ensures that all projects meet the required national standards of research governance and quality, and are in receipt of appropriate ethical approval and both national and local agreements, prior to R&D governance approval being issued.

Each RDU is required to convene a local research governance meeting chaired by the RDU research lead, where feasibility of new studies is discussed and agreed.

5. CLINICAL GOVERNANCE

The postholder will be expected to contribute to and participate in the Care Group's ongoing clinical audit programme and quality improvement programmes, and will carry out all necessary administrative duties associated with the care of their patients. The postholder also has a general duty of care for the health, safety and well-being of work colleagues, visitors and patients within the hospital, in addition to any specific risk management or clinical governance accountabilities associated with this post.

6. STUDY AND ANNUAL LEAVE

The postholder will be expected to comply with the Continuing Professional Development (CPD) requirements of the relevant Royal College or Faculty and provide appropriate documentation and reflection in their appraisal. Study leave may be requested in accordance with the Trust's Policy for CPD.

Annual leave may be taken in accordance with the Trust's Guidelines on Leave Arrangements for Medical and Dental Staff. Consultants are entitled to 32 days of annual leave (34 days after 7 years

of service), plus bank holidays. Consultants who work less than full time or compressed hours, should ensure their holiday allowance is adjusted in line with their working patterns.

To ensure the smooth running of the service the postholder will ensure that, in conjunction with colleagues, adequate arrangements are made to cover planned absences and the expected approvals would go through e-leave planning on the Trust's approved system. Leave must be booked with appropriate time lines to allow effective service continuity and should not solely be taken during consultant's clinical time, but also during SPA and APA activity.

7. TERMS AND CONDITIONS

The post is covered by the current Terms and Conditions - Consultants (England) 2003, the Terms and Conditions of Service of NHS Medical and Dental Staff (England) and Trust Policies and Procedures where relevant.

There is a commitment to undertake routine job planned work on Saturdays or Sundays with appropriate job planning and commensurate time without commitment to the Trust.

Appointment is conditional upon a satisfactory medical assessment, which may include an examination.

8. SAFEGUARDING RESPONSIBILITIES

The Trust takes the issues of safeguarding children, adults and addressing domestic abuse very seriously. All employees have a responsibility to support the organisation in our duties by:

- Attending mandatory training on safeguarding children and adults
- Familiarising themselves with the Trust's processes for reporting concerns
- Reporting any safeguarding child or adult concerns appropriately

9. INFECTION CONTROL

The postholder has an important responsibility for, and contribution to, infection control and must be familiar with the infection control and hygiene procedures and requirements when in clinical areas. These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

10. APPRAISAL & JOB PLANNING

Annual appraisal is a contractual requirement in the NHS and is part of GMC revalidation. You have the responsibility to have an appraisal within twelve months of your last appraisal or within six months of starting at King's if you have not had an appraisal previously in the UK. ARCPs count as previous appraisals for former HEE trainees.

To support appraisal and revalidation, the Trust ensures that every full-time consultant has one SPA in their job plan dedicated to undertaking activities to support this.

Less than full time consultants receive a pro rata amount of funded time for revalidation activity in their job plan.

Job planning review is conducted annually in line with the Care Group's operational plan.

The above represents an outline of the duties of the post and will, together with the job plan, be reviewed on an annual basis in accordance with the Trust's performance review scheme for consultants. Consultants will be expected to be compliant with statutory and mandatory training.

CONSULTANT UROLOGIST WITH A SPECIAL INTEREST IN STONES

Full-Time

JOB DESCRIPTION AND OUTLINE JOB PLAN

GENERAL

This is a substantive replacement post for a urologist with a specialist interest in stones. The postholder will work within the multi-disciplinary team providing and further developing care for the renal & ureteric stone services. In addition, the individual will be required to play an active role in the general workload of the Care Group while having a significant commitment to teaching and training of junior staff.

PURPOSE OF JOB

The post will be primarily based at King's College Hospital, Denmark Hill site, with clinical activities at the PRUH and Beckenham Beacon sites. The proposed Job Plan (10 PAs) is attached. This is subject to review within 3 months of the postholder commencing in post.

The On-Call commitment is classed as Category A (3%). There is a commitment to undertake routine job planned work on Saturdays or Sundays as part of the total job planned PAs. The on call rota is currently under review and provision is likely to change.

All employees are expected to undertake work on any of the Trust's sites as required by the service. As a senior employee of the Trust, you will work in close co-operation with, and support other clinical, medical professional and managerial colleagues, in order to provide high quality healthcare to the Trust's patients. Integral to these responsibilities are the following:

- The provision of a first-class clinical service
- Effective leadership to all staff engaged in the specialty
- Sustaining and developing teaching and research in conjunction with King's College London / KHP
- Undertaking all work in accordance with the Trust's procedures and operating policies
- Conducting clinical practice in accordance with contractual requirements and within the parameters of the Trust's service plans
- Maintaining the confidence of business plans and development strategies formulated for the specialty, the Care Group or the Trust

CARE GROUP DESCRIPTION

Urology is part of the Renal and Urology Care Group. The Department of Urology at King's College Hospital NHSFT is split over 3 sites; Denmark Hill, The Princess Royal University Hospital and Beckenham Beacon. The outpatient and administrative functions for the PRUH based urology team are based at Beckenham Beacon.

The Clinical Director (CD) of Renal and Urology (Dr Martin Ford) is responsible for strategic direction and oversight of the care group.

The care group triumvirate consists of General Manager (Ms Katrina Hughes), Head of Nursing (Ms Annette Fogarty) and the 3 Clinical Leads (Urology DH, Urology PRUH/SS, and Renal).

The care group has an annual turnover of ~£75M, and employs ~400 staff. There is a clearly defined pan care group approach to governance and a weekly renal/urology radiology MDM.

INTRODUCTION - Department of Urology

King's College Hospital and PRUH urology teams currently have separate on call rotas. The model of service provision is being reviewed in order to align rotas and on call models. Several new consultant appointments, working across both sites have been developed and recruited to as an essential part of our vision. Both Willowfield outpatients at Denmark Hill, and Beckenham Beacon are being developed as state of the art dedicated urology diagnostic centres with capability for flexible cystoscopy, one stop cancer clinics and Local Anaesthetic (LA) TP prostate biopsy services.

Work continues to complement both renal and urology services such as the development of a metabolic stone clinic. The renal and urology teams work with colleagues at Guy's and St Thomas' (GSTT) to ensure optimum management of complex cases such as cystectomy, nephro-ureterectomy, radical prostatectomy, post transplant complications and other tertiary urological presentations. ESWL is undertaken at GSTT.

The post-holder will undertake outpatient sessions and operating lists at both the Denmark Hill and PRUH sites. The postholder will also be expected to take an active role in the development of their own specialist area and across the wider department. KCH is a teaching hospital and the Urology department provides an undergraduate teaching program to which all consultants contribute.

The vision for developing our urology service is as follows:

- To ensure King's continues as a pre-eminent centre for urological patient assessment, surgery and training
- To provide high quality cancer services in response to the high incidence of cancer in the local population and to work in partnership with the South East London Cancer Network to achieve this under the stipulations of the IOG for Urological Surgery.
- To modernise urology services in order to better meet patient expectations
- To continue to develop minimally invasive urological techniques
- To secure a sustainable income base for the Trust under the National Tariff arrangements, which makes the required contribution to Trust overhead costs and allows investment into urological services themselves.

SPECIFIC AREAS

King's Urology department has developed specialist services including:

- Robotic Kidney Surgery
- LUTS (Day case GreenLight laser prostate surgery and HoLEP)
- Rezum Procedure as an Outpatients
- Prostate cancer including outpatient LA Transperineal prostate biopsy
- Video Urodynamics, functional urology and neuro-urology including LA botox
- Minimally invasive surgery for cancer including cryotherapy
- Andrology including penile implants and infertility

The successful candidate will work across all King's College Hospital sites as part of the new single urology team. The successful candidate will be expected to continue to develop the stones services. Due to the evolving nature of the department the suggested weekly timetable below may be adapted, with appropriate agreement, to allow the successful candidate to accommodate their service development ideas.

CLINICAL ORGANISATION

The DH Clinical Lead (Mr Azhar Khan) is responsible for the operational delivery of the DH service including job planning and staffing. The PRUH Clinical Lead (Mr Rahul Lunawat) is responsible for the PRUH and Southern Sites service.

CARE GROUP STAFFING

King's Denmark Hill

Mr. Azhar Khan - Consultant in Kidney Cancer & Stones (Clinical lead DH, joint post with GSTT)
Mr. Christian Brown - Consultant in Prostate Cancer/BPH (joint post with GSTT)
Miss Claire Taylor - Consultant in Female Functional & Neuro-urology (joint post with GSTT)
Mr. Onur Cakir- Locum Consultant in General Urology & Andrologist/Fertility
Mr. Paul Sturch - Consultant in Prostate Cancer/BPH
Ms. Francesca Kum - Consultant in Prostate Cancer/BPH
Mr. Kawa Omar - Consultant in Bladder Cancer
Mr. Sanjith Gnanappiragasam – Locum Consultant in Stones
Mr. Fabio Castiglione - Consultant Andrologist/Fertility
Ms. Maria Satchi - Consultant Andrologist/Fertility
Mr. Nicholas Raison - Consultant in Female Functional & Neuro-urology (joint post with KCL)

King's PRUH and Southern Sites

Mr. Rahul Lunawat – Consultant in Stones (Clinical Lead PRUH)
Mr. David Dryhurst – Locum Consultant in General Urology
Mr. Nkwam Nkwam – Consultant in Prostate Cancer/BPH
Mr. Ali Tasleem – Consultant in Bladder Cancer
Mr. Nicholas Faure-Walker – Consultant in Female Functional & Neurourology
Mr. Ahad Pervaiz – Locum Consultant in General Urology

In addition to the medical staff noted above, the cross site unit consists of 1 Nurse Consultant, 11 Clinical Nurse Specialists, 15 Deanery Specialist Trainees/Trust Grade Clinical Fellows, 2 Core Surgical trainee, 2 non-trainee Junior Clinical fellows and 9 administrative and clerical staff.

During weekends and out of hours, the post holder will be supported by a team of senior and junior trainees. The post holder will be provided with adequate secretarial support, for both elective urology and emergency/trauma work.

KEY DUTIES AND RESPONSIBILITIES

1. Together with the other consultant urologists, to provide a high quality care service to patients. This includes all aspects of treatment and relevant management duties for the proper functioning of the Care Group.
2. Shared responsibility with other colleagues for providing 24 hours, 7 day cover for the unit on a rota basis. Responsible also for covering colleagues' periods of annual leave and short-term sickness as detailed in your contract.
3. Provide clinical supervision of junior medical/dental practitioners as a shared responsibility with other consultant colleagues.
4. Responsible for carrying out teaching, examination and accreditation duties as required and contributing to CPD and clinical governance initiatives.
5. Responsible for outpatient clinic commitments in peripheral hospitals as agreed with the Care Group's management team where part of the service structure.
6. Contribute to the Care Group's research interests in accordance with the Trust's R&D framework.
7. Contribute to the audit programmes, Morbidity and Mortality, Clinical Governance programmes and Learning from Deaths.

8. Take an active role in the formulation, implementation and monitoring of the Care Group's Business Plan. This may include assisting with discussions regarding service plans and developments with internal and external agencies.
9. Conduct all activities within the contracted level of service and operating plan for service(s).
10. Exercise professional leadership for all staff working in the specialty. This will include fostering and developing projects focused towards these ends and ensuring that the momentum of post-qualification professional education and other appropriate training is maintained.
11. Work in conjunction with clinical and other professional colleagues to ensure that the productivity of staff within the specialty is maintained and their job satisfaction is enhanced. This may include involvement in the appraisal process for peers and/or junior colleagues.
12. Undertake Care Group management duties as agreed with the Care Group/Departmental Manager/Clinical Director.
13. Be aware of, and comply with, all Trust infection prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene.
14. Prepare for and undertake the protective interventions that you are responsible for in a manner that is consistent with evidence-based practice and maintaining patient safety.
15. King's is committed to providing consultant led 7-day services and in the event of future developments the post holder would be expected to contribute equally with other consultant colleagues.

GENERAL INFORMATION

1. You have a general duty of care for the health, safety and well-being of yourself, work colleagues, visitors and patients within the hospital in addition to any specific risk management or clinical governance responsibilities associated with this post.
2. You are required to observe the rules, policies, procedures and standards of King's College Hospital NHS Foundation Trust together with all relevant statutory and professional obligations, including complying with statutory and Trust core training.
3. You are required to observe and maintain strict confidentiality of personal information relating to patients and staff.
4. You are required to be responsible, with management support, for your own personal development and to also to actively contribute to the development of colleagues.
5. The postholder has an important responsibility for, and contribution to make to, infection control and must be familiar with the infection control and hygiene requirements of this role. These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures, which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.
6. All employees must hold an 'nhs.net' email account, which will be the Trust's formal route for email communication. You are therefore required to check this regularly and to deal with such communication promptly.
7. The Trust is committed to the Health and Wellbeing of all its staff and offer a range of guidance and services to support them, including
 - Local occupational health support

- Employee Assistance Programme which provides a wide range of support for work and personal issues, including relationship problems (personal and at work); anxiety/depression; finance/debt; work overload; legal matters; bullying; consumer issues; bereavement; pressure/stress; child care; and care of the elderly/disabled.
 - Wellbeing hubs
 - Proactive local organisational systems to support staff following a serious incident
 - Availability of local initiatives and resources to promote workforce wellbeing
 - Coaching and mentoring, peer review groups and participation
8. This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the postholder.

PERSON SPECIFICATION

ATTRIBUTES	ESSENTIAL	DESIRABLE
1. Qualifications	Registerable medical qualification FRCS or equivalent	Other higher degree or diploma (e.g., MD)
2. Registration	Full Registration with GMC Name on GMC Specialist Register on date of taking up appointment	
3. Interview Eligibility	On the day of interview applicants must be within 6 months of CCT, or must have fully completed CESR application and be fully registered on the GMC Specialist Register Any applications not meeting these criteria will not be considered	
4. Training and Experience	Wide experience in all aspects of urology culminating in award of Certificate of Completion of Training by GMC, or award of Certificate of Eligibility for Specialty Registration (CESR) by GMC. Specialist training in the field of Kidney stones	
5. Administration	Experience in day to day organisation of urology services in busy teaching hospital Familiarity with information technology and general computer skills Familiar with current structure of UK National Health Service and conversant with recent initiatives and changes	
6. Management and Leadership	Able to demonstrate leadership capability within multi-disciplinary teams.	Management course and/or qualification
7. Audit & quality improvement	Thorough understanding of principles of medical audit and quality improvement. Must be able to demonstrate ability to lead change.	Audit publications
8. Research	Experience of clinical research	Relevant research experience in one or more aspects of urology. Publication of relevant review articles or case reports.

9. Teaching	Experience of undergraduate and post-graduate teaching and exam preparation.	Teaching skills course/qualification
10. Personal Skills	<p>Effective communicator, able to work in a close-knit team and co-operate with all medical and paramedical staff</p> <p>Flexible, able to cover colleagues' absence</p> <p>Professional attitude towards work, reliability, good record of attendance and tidy personal appearance</p>	
Kings Values	Able to demonstrate an understanding of, and commitment to uphold Kings Values	

JOB PLAN

1. WEEKLY TIMETABLE OF COMMITMENTS

Day	Time (From – To)	Hospital/ Location	Description of Activity	DCC/SPA	No. of PAs
Monday	09.00 – 12.00	GSTT	Stones MDT (1 in 2)	DCC	0.375
Monday	13.00 – 14.00	Kings-DH	Nephrology joint MDT (1 in 2)	DCC	0.125
Monday	08.00 – 18.00	PRUH	Day Surgery (1 in 2)	DCC	1.25
Tuesday	09.00 – 11.00	Kings-DH	Urology MDT	DCC	0.5
Tuesday	11:30– 13.30	Kings-DH	CPD, Academic & Consultant meeting	SPA	0.5
Tuesday	13.30 – 17.30	Kings-DH	Colic & Metabolic clinic	DCC	1
Wednesday	09:00 - 13:00	Kings-DH	Stones clinic (1 in 2)	DCC	0.5
Wednesday	13.00 – 17.00	Kings-DH	General Urology clinic (1 in 2)	DCC	0.5
Wednesday	08.00 – 18.00	Kings-DH	Day Surgery (1 in 2)	DCC	1.25
Thursday	08.00 – 10.00	Kings-DH	Admin - Clinic	DCC	0.5
Thursday	10.00 - 12.00	Kings-DH	Admin –PTL/pre-theatre r/v	DCC	0.5
Thursday	12.00 – 14.00	Kings-DH	Renal PD Clinic	DCC	0.5
Thursday	14.00 – 16:00	Kings-DH	CPD	SPA	0.5
Friday	08.00 – 12:00	PRUH	Stone clinic (1 in 2)	DCC	0.5
Friday	13.00 – 14:00	PRUH/DH	Teaching	SPA	0.25
Friday	14.00-15.00	PRUH/DH	Educational Supervision	SPA	0.25
Saturday	08.00-12.00	Kings-DH/PRUH	Ward rounds	DCC	0.16
Saturday	13.00-17.00	Kings-DH/PRUH	Consultations	DCC	0.16
Saturday					
Sunday	08.00-12.00	Kings-DH/PRUH	Ward rounds	DCC	0.16
Sunday	13.00-17.00	Kings-DH/PRUH	Consultations	DCC	0.16
Sunday					

	Time/Day (From – To)	Hospital/ Location	Type of Work	Classification of Activity	Average Duration (hours)	No. of PAs
Predictable Emergency On-Call work						
am						
pm						
eve						
Un-Predictable Emergency On-Call work	Variable	On-site, at home, on telephone, travelling to/from site		DCC		0.36
TOTAL PAs						10

2. ACTIVITY SUMMARY

ACTIVITY CLASSIFICATION		
		No. of Pas
DIRECT CLINICAL CARE <i>(including unpredictable On- Call)</i>		7.5
SUPPORTING PROFESSIONAL ACTIVITIES	Undergraduate Teaching:	
	Postgraduate Teaching:	0.5
	Revalidation:	1
	Research:	
	Other (specify):	
On call		1
EXTERNAL DUTIES		
TOTAL		10

3. ON-CALL AVAILABILITY SUPPLEMENT

Agreed On-Call Rota (e.g. 1 in 5):

1 in 10

Agreed Category (indicate A or B):

CAT A

On-Call Supplement % (e.g. 5% - see chart below)

3%

Frequency of rota commitment	Value of supplement as a percentage of full-time basic salary	
	Category A	Category B
<i>High Frequency: 1 in 1 to 1 in 4</i>	8%	3%
<i>Medium Frequency: 1 in 5 to 1 in 8</i>	5%	2%
<i>Low Frequency: 1 in 9 or less frequent</i>	3%	1%