

**PERSON SPECIFICATION  
 LOCUM CONSULTANT UROLOGICAL SURGEON  
 Royal Free London NHS Foundation Trust**

<b>Requirements</b>
<b>ESSENTIAL CRITERIA</b>
<p><b><u>Qualifications/Training/Education</u></b>          Possession of MBBS or equivalent medical qualification          Eligible for GMC registration          Eligible for admission to the specialist register in Urology          Membership of relevant Royal College or equivalent          FRCS(Urol) or equivalent</p>
<p><b><u>Skills &amp; Knowledge</u></b>          Experience in multidisciplinary cancer care          Track record in conducting prospective audit and utilising the results to inform service development          Strong teaching skills and experience          Ability to supervise the clinical work of other staff          Ability to work as part of a team and willingness to be personally accountable for actions Authority and decision-making skills needed to lead a multidisciplinary team in a complex environment          Strong oral and written communications skills in English          Ability to build good relationships and work collaboratively with staff at all levels of the organisation Ability to relate to patients from a wide range of backgrounds and to empathise with their needs and concerns          Ability to communicate effectively with patients, the public and colleagues and treat others with compassion, dignity and respect, taking into account any diversity issues          Willingness and skills to recognise and challenge unacceptable behaviour and if necessary escalate          Ability to organise and prioritise personal workload          Awareness and understanding of health, safety and security issues for self and others          The flexibility, enthusiasm, resilience, positive and helpful attitude and drive needed to thrive in today's rapidly changing NHS</p>
<p><b><u>Other Requirements</u></b>          The ability and skills to be a leader in their field          Committed to personal development and learning on the job          Commitment to high standards of ethics, personal integrity and probity          Motivated to do an excellent job to best of ability          Displays flexibility in helping to develop this model of working</p>
<b>DESIRABLE CRITERIA</b>
Track record of success in delivering undergraduate and postgraduate education in Urology

## **TERMS AND CONDITIONS GUIDE FOR APPLICANTS**

ALL APPLICANTS SHOULD ENSURE THEY HAVE READ AND UNDERSTOOD THE FOLLOWING CONDITIONS

1. Applicants should hold the Fellowship or Membership of the appropriate Royal College or Faculty or overseas equivalent and maintain appropriate CME accreditation.

Applications will be considered from those unable for personal reasons to work on a full-time basis. Any candidates wishing to work on a part-time basis should indicate this when submitting his/ her application.

2. The NHS (Appointment of Consultants) Regulations 2005 prevent appointment of any applicant for consultant posts commencing after 1<sup>st</sup> January 1997 who is either not:

- On the GMC specialist register
- In possession of the CCT, or EEA/EU equivalent, (although doctors who have completed higher specialist training and are within 6 months of being placed on the specialist register may be appointed)

It is the responsibility of applicants to satisfy all necessary GMC requirements prior to appointment.

Applicants must ensure they provide evidence in their application identifying eligibility to be placed on the specialist register. This would ideally be in the form of a notification from the GMC.

3. The appointment is covered by the Terms and Conditions of Service of the Royal Free Hampstead NHS Trust and is subject to the National Health Services (Superannuation) Regulations.

4. As an employee of the Royal Free London NHS Trust you will be expected to practice at all times in accordance with the infection control standards specified in trust policies and procedures and the Health Act (2006) Code of Practice for the prevention and control of health care associated infections.

5. The full time basic salary for the first appointment of an NHS consultant (as at 1<sup>st</sup> April 2009) is set out below, including payment for agreed additional programmed activities. Part-time consultants will be paid pro rata, based on the number of agreed weekly Programmed Activities in the consultant's Job Plan.

Salary on commencement and subject to progression will be in accordance with Paragraphs 4-9 of

Schedule 14 of the Terms and Conditions.

### **Pay thresholds**

**Threshold Period  
before eligibility for  
threshold**

**Basic salary  
(full-time)  
(2006/07)**

**Payment for  
one additional  
Programmed  
Activity**

**Annual  
payment for**

**one additional  
Programmed  
Activity per  
week**

1 N/A(full-time starting salary)	£74,504	£143	£7,450
2 One year	£76,837	£147	£7,683
3 One year	£79,170	£152	£7,917
4 One year	£81,502	£156	£8,150
5 Five years	£83,829	£161	£8,382
6 Five years	£89,370	£171	£8,937
7 Five years	£94,911	£182	£9,491
8	£100,446	£193	£10,044

A London Weighting Allowance of £2,162 per annum is payable and pro rata for part-time consultants.

6. There are separate arrangements for those whose first appointment as an NHS consultant was before 31<sup>st</sup> October 2003. These are stated in the terms and conditions of service. The successful applicant will be required to complete a health statement and the Trust may require an appointee to pass a medical examination as a condition of appointment.

**7 Private Professional Services and NHS Programmed Activities:** subject to the provision in Schedule 9 of the Terms and conditions, you may not carry out Private Professional Services during your Programmed Activities.

8. Significant new clinical services may only be developed after agreement has been reached with the relevant management team and the financial arrangements approved.

9. Assistance may also be given to newly-appointed consultants towards the cost of the removal expenses, provided that the consultant moves from a position within the National Health Service, also that removal is necessary to comply with the Trust's requirements concerning the place of residence and a written request is sent to Medical Personnel before or immediately after appointment.

10. It is now NHS policy that all new staff with patient contact will require satisfactory disclosures from the Criminal Records Bureau. With effect from 1 November 2004 the Human Resources department will therefore seek disclosures for all new medical appointments. The Trust must check the criminal background of all employees. Candidates must provide information on application relating to any criminal convictions they have had, even if they are 'spent' for other purposes. Posts in hospitals are exempt from the provisions on Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. We will keep any information given completely confidential.

11. A final shortlist is expected to be completed within approximately three weeks after the closing date.

Shortlisted candidates will be invited to visit the hospital before being interviewed.