

JOB **DESCRIPTION**

**Consultant in clinical oncology
specialising in urological cancers**

Queen's Centre for Oncology and Haematology

Hull University Teaching Hospitals NHS Trust (HUTH)

Salary scale £82,096 - £110,683

INTRODUCTION

The Queen's Centre for Oncology and Haematology is based at Castle Hill Hospital in Cottingham, in beautiful, rural surroundings just to the west of the City of Kingston upon Hull. The centre was opened in 2008 by Her Majesty Queen Elizabeth and has won several awards for architecture including:

- RIBA Awards 2009
- The East Riding of Yorkshire Chairman's Award 2009 for enhancing the Built Heritage of the East Riding of Yorkshire

The oncology and haematology department offers a full range of adult cancer services with 116 inpatient beds, full outpatient facilities including a designated chemotherapy delivery suite and 6 linear accelerators. There is ongoing service expansion which requires additional consultants to maintain and further develop the high quality of specialist care we deliver. We are therefore looking for committed and ambitious consultant colleagues to join our team and drive forward this expansion, maintaining The Queen's Centre's place as one of the most innovative and exciting departments in which to practice oncology in the UK.

We are keen to continue to build our excellent reputation in training, research and the development of advanced radiotherapy techniques. With this in mind, we would particularly welcome applications from those with an interest in education, clinical trials or radiation technology. Opportunities may be available for the right candidate to undertake further training or qualifications.

CONSULTANT CONTACTS

Dr Rachael Barton, Clinical Lead for Oncology, (01482 461299) or via email: rachael.barton1@nhs.net

Dr James Bailey, Clinical Director for Specialist Services, (01482 461296) or via email: james.bailey6@nhs.net

THE ONCOLOGY DEPARTMENT

The department of oncology covers a large geographical area, much of which is rural, encompassing East Yorkshire, Kingston upon Hull, Scarborough and a region of both North Yorkshire and North Lincolnshire. The population for this area is around 1.25 million. The total number of referrals received into the Hull, Scarborough and Grimsby Trusts combined is nearly 4,500 new cancer patients per year. This service forms part of the Humber, Coast and Vale Cancer Alliance and clinics are delivered in the Queen's Centre in Hull and in both Scarborough and Grimsby.

The department is organised on a multi-professional and multidisciplinary team basis with regular ward and outpatient meetings comprising the full range of medical and allied professions. The wards have a high proportion of specialist oncology trained nurses supported by cancer site-specific clinical nurse specialists and the inpatient beds are exclusively for patients under the care of the consultant oncologists and haematologists.

There are highly trained oncology and haematology nurses throughout the inpatient areas. The four inpatient wards are organised on a cancer site-specific basis, allowing for targeted staff training and skill development. This has the added benefit of reducing the number of ward rounds on each ward, enhancing their effectiveness and improving the working relationship between junior staff and consultants. The majority of haematology inpatients and haematology-trained staff are based on Ward 33 which has the capability to provide high dependency care and also houses the teenage and young adult (TYA) cancer unit.

All grades of nursing staff undertake a rotational programme to maintain and develop the unit's skill mix. Within the outpatient facility, the service comprises a spacious outpatient clinic area staffed with dedicated oncology nurses and the Chemotherapy Day Treatment Unit (DTU). The latter is a 29-station, purpose-built unit for the delivery of outpatient chemotherapy designed with the patient experience in mind and benefiting from outstanding views overlooking nearby fields and woods. Both the outpatient suite and the DTU are supported by a fully operational phlebotomy service. Registrars provide all-day cover to the radiotherapy and chemotherapy treatment areas providing rapid access to senior medical support for patients undergoing therapy.

It is difficult to do justice to the beautiful surroundings of the Queen's centre and we'd urge you to view the short film we have put together [link in here](#). All patients in our department have stunning views of the surrounding countryside through our panoramic windows, whether they are undergoing chemotherapy, waiting to be seen in the outpatient clinic, resting in bed on the wards

or attending for a blood test. There is a huge range of wildlife including a small family of roe deer who roam the landscaped areas outside our wards and the nearby open countryside is populated by many species including hares, woodpeckers, skylarks and a variety of majestic birds of prey.

Current Medical Staffing

The Oncology Department based at The Queen’s Centre currently has 14 Clinical Oncology and 10 medical oncology consultants (see below). There are seven Consultant Haematologists providing a full service for all haematological malignancies up to, but not including, allogeneic transplantation.

Clinical Oncology	Medical Oncology
Dr R Barton - Clinical Lead for Oncology	Dr G Bozas
Dr F Bashir	Dr V Brown - Clinical Lead for SACT
A Del Carpio Barreda	Professor M Lind (Foundation Professor)
Dr A Dhadda	Professor A Maraveyas
Dr S Dixit	Dr S Mirza
Dr N El-Mahdawi	Dr W Mmeka (locum)
Dr M El-Sayed (locum)	Dr I Muazzam
Dr M Hingorani - Clinical Lead for Radiotherapy	Dr P O’Neill – RCP college tutor
Dr L O’Toole - RCR College Tutor	Dr D Ranatunge
Dr M Khan (locum)	Dr K Zahid
Dr R Roy	
Dr A Saleem (Reader)	
Dr S Upadhyay	
Dr A Wieczorek	

We also benefit from the expertise of a consultant radiographer in breast cancer, Mrs K Cook and a trainee consultant radiographer in Palliative Radiotherapy, Miss S Hatcliffe. Two Radiotherapy Advanced Practitioners have also been appointed – Mr S Walkinshaw and Mrs K Johnson are both therapeutic radiographers with advanced training to work alongside the clinical oncologists in the assessment of new patients with lung and gynaecological cancers, the planning of their

radiotherapy and their subsequent follow up. There are plans in place to appoint three Hospital Specialist doctors (equivalent to Associate Specialist) over the next 6 months with the aim that the right candidate should develop their experience and skills and move forward to apply for substantive consultant appointments in the future.

Over the next three years, the plan for the service is to see the number of medical consultants, consultant therapeutic radiographers and advanced practitioners in nursing, pharmacy and radiotherapy increase, improving the quality of treatment delivery, follow up and holistic patient care.

The Department of Oncology is managed within the Clinical Support Health Group. Professor Russell Patmore is the Medical Director, Mrs Helen Horth is the Operations Director and Mrs Wendy Krstenic is the Acting Nursing Director. The Clinical Director is Dr James Bailey and the Clinical Lead is Dr Rachael Barton.

The Queen's Centre Acute Assessment Unit

The acute assessment unit (AAU) is an integral part of the Acute Oncology Service. The AAU staff work closely with the telephone triage service, a 24 hour advice line with dedicated numbers for patients and healthcare professionals staffed by highly trained nurses.

The AAU aims to improve patient care and reduce inpatient admissions by:

- The management of elective interventional procedures eg biopsy, drainage of pleural / ascitic fluid as a day case
- The management of ambulatory chemotherapy
- PICC line insertion
- The acute assessment of patients with the complications of cancer or its treatment

AAU is staffed by a speciality registrar backed up by highly trained advanced clinical practitioners (ACPs) SHOs and registrars. The overall responsibility of patient care lies with the on-call consultant, who attends a daily ward round on CAU to discuss and review patients as required.

The unit carries out the assessment, treatment and management of patients with acute symptoms relating to a cancer diagnosis and/or complications of its treatment. It also facilitates a reduction in the use of inpatient beds, with the provision of an alternative environment to deliver appropriate clinical interventions, while supporting patient choice.

The Cancer Psychological Service

The Cancer Psychological service is based in the Queen's Centre for Oncology and Haematology and currently offers a telephone and video 'drop in' service alongside a call-back service for those unable to access the service during its opening hours. This replaces the former face-to-face drop-in service offered before covid-19 restrictions meant that an alternative approach was needed, at least for now.

The team comprises clinical psychologists, specialist nurses and therapists trained in cognitive behavioural therapy (CBT) and psychological support workers, all of whom are backed up by an administration and secretarial team.

The service is for patients affected by cancer and any members of their family or friends they would like to be involved in their care. The service aims to:

- help patients achieve the best possible health and quality of life during and after their journey with cancer
- provide information patients and their families might feel would be helpful
- offer support and practical help
- discuss any matters which are concerning to patients and their family
- offer the opportunity to learn 'self-help' skills such as relaxation and visualisation

Clinical Trials in the Oncology Department

The Academic Department of Oncology is part of the Hull York Medical School. Our academic staff, Professor Michael Lind, Professor Anthony Maraveyas and Dr Azeem Saleem, Reader in Oncology are part of the new Clinical Sciences Centre, an innovative collaboration between the Hull York Medical School and Hull University Teaching Hospitals NHS Trust (HUTH).

- Professor Lind's major area of interest is in thoracic malignancy and in the assessment of oncological treatments in old age. He chairs the NCIN lung site specific clinical reference group.
- Professor Maraveyas treats gastrointestinal cancers with a particular interest in the impact of thrombosis on these patients. His basic research interests include the targeting of cancer neo-vasculature and the haemostatic apparatus to interfere with cancer metastasis.
- Dr Saleem has a research background in molecular imaging with wide experience in industry and academia. He joined the Medical school and Trust in 2019 and is central to the development of the positron emission tomography (PET) research at the molecular imaging research centre (with on-site cyclotron) on the Castle Hill Hospital site.

Together the academic team oversee an active clinical and basic science research programme in oncology which includes collaboration with scientists at Hull-York Medical School where there is an established basic sciences research laboratory. The Academic Department is located in the Queen's Centre within a purpose-built clinical trials office staffed by dedicated trials nurses and data managers. This provides the infrastructure for high quality clinical trials and ensures the seamless integration of trials into everyday clinical work. There are also dedicated research roles within the radiotherapy physics and therapeutic radiographer workforce.

The academic department's current projects include the TRANSFORM programme:

Transforming cancer outcomes in Yorkshire <https://www.hyms.ac.uk/research/transform>.

This is a £4.9M grant from Yorkshire Cancer Research to fund research into inequalities in outcomes in cancer care with a particular emphasis on age and social deprivation. The programme is led by Professor Una Macleod, the Dean of Hull York Medical School. Other research projects cover cancer-associated thrombosis, the molecular biology of lung cancer and mesothelioma and assessment of radiation sensitivity of cancer cells.

Current oncology studies recruiting in the department

Breast	Lung	Head and neck	Melanoma	Renal
Posnoc Proact	IMReal Leap Atomic Polaris	Best Of Pathos Compare MK3475-689	CA045-001 Dante	Rampart
Colorectal / anal				
Ballad Plato	Primus 001 TEM-PAC Precision panc	Upper GI MK 3475 811 MK 3475 859	Neuro Brain QOL study	Urology Stampede
Radiotherapy Trials				
Halt CA209-73L	Sarcoma Merkel Cell			

The clinical trials department recently closed the following trials, having recruited well in all those listed:

Briter, Prism, Neo-Aegis, Scalop2

A list of all trials currently under consideration or being worked up for opening plus the current haematology trials open to recruitment can be requested from the clinical trials office.

The Radiotherapy Department

Radiotherapy Treatment planning, Verification and Delivery

The radiotherapy department has an integrated equipment profile for external beam radiotherapy. The service is a Varian site with ARIA Eclipse treatment planning system. The two wide bore Siemens CT scanners transfer the localisation plans to Eclipse in preparation for volumes and contouring.

The department has invested in auto contouring at the scanner using Siemens Direct Organ system to assist the clinical team in turning around plans more efficiently. The scanners are dual energy ready and the department is investigating direct density for greater optimisation of image quality and scanning dose. We also have Direct i4D which can adapt in real time to the irregular breathing of lung patients to produce usable images in the most difficult of situations. With these features they are on the cutting edge of pre-treatment scanning technology, with additional more common place tools such as Respiratory Gating for Scanners (RGSC), iterative Metal Artefact Reduction (iMAR) and a Wider reconstructed field of views of 85cm (HD FOV).

The service is paperless and remote access to Eclipse and PACS via personal laptops enables clinicians to plan radiotherapy, prescribe chemotherapy and monitor their workload remotely

including from peripheral clinics. There is access to MR and PET on site and the images can be registered with the localisation planning scan. The department is the first in the North of England to be treating with a Varian Halcyon Linac with the second due to be installed later in 2021.

The full integration with ARIA provides ease of verification at the point of treatment delivery. The department has been delivering IMRT since January 2002 and delivers a minimum of 60% IMRT of radical treatments (excluding Breast). All Linacs are equipped with IGRT, the technique being used to deliver approximately 50% of all fractions each year. DIBH, 4D CT planning and advanced treatment verification is used for Breast, Lung and UGI as well as those patients that clinically require this.

The service delivers SABR to primary lung cancer for approximately 80 patients per year and has recently expanded the SABR service to include lung oligo-metastases in line with the NHSe commissioning policy. Work is ongoing to commission treatment of patients with SABR for bone and nodal metastases. We are working towards incorporating AI methods into treatment planning in the near future.

Contact Brachytherapy for rectal cancer

In 2011 Hull became the second UK, and fourth worldwide, contact brachytherapy centre for early rectal cancer. In subsequent years we have treated over 200 patients and have become established internationally as a centre of excellence for organ preservation in rectal cancer. We were involved in the design of and recruitment to the largest worldwide trial of contact brachytherapy and continue to pursue active research interests in this field. Dr A Dhadha is the current president of the International contact brachytherapy group (ICONE) and involved in the national/international training programme run through Clatterbridge Cancer Centre, Liverpool.

Brachytherapy for Gynaecological cancers

At Hull we offer a gynaecological brachytherapy service consisting of vaginal vault and intrauterine brachytherapy. The team is multi-professional with many years of brachytherapy experience and the members work together to ensure all our patients receive excellent care.

The brachytherapy suite is located in the main building at Castle Hill Hospital adjacent to the operating theatre where intrauterine brachytherapy insertions are carried out by one of our clinical oncologists supported by the anaesthetist and theatre team. Both the theatre and brachytherapy suite are located close to MRI and CT where these patients are imaged after each insertion for personalised image-guided brachytherapy planning.

Our experienced physicists import, register and plan the intrauterine brachytherapy with the clinical oncologists; combining their skills to optimise the plan and ensure the best outcome for the patient. Vaginal vault brachytherapy is usually delivered as an outpatient service using library plans but the service has the ability to produce individualised CT plans for those who require it. Both intrauterine and vault brachytherapy are delivered by skilled radiographers trained in applicator removal. The brachytherapy suite is easily accessible from ward 30 in the Queens Centre where

patients undergoing intrauterine brachytherapy are cared for as inpatients by a team of highly trained nurses.

Oncology Management System

Varian: ARIA for Radiotherapy and Chemotherapy

Radiotherapy Treatment Planning

CT:

2 Siemens wide bore CT units

ARIA - Eclipse for External Beam RT

Oncentra for Brachytherapy

Brachytherapy

HDR Flexitron Unit

Papillon 50 contact brachytherapy unit

External Beam Radiotherapy delivery

Megavoltage

Linear Accelerators:

Two x Varian IX (6MV and 15MV), OBI, VMAT, Gating

Three Varian Truebeams (6MV and 15MV), OBI, VMAT, Gating

One Varian Halcyon (2nd to be installed later this year)

Medium Voltage Therapy:

Xstrahl - Superficial Unit

Medical Physics

The Department of Medical Physics is incorporated within the Specialist Services Division and provides the scientific support service for the Trust to facilitate and ensure the safe use of a variety of imaging and therapeutic equipment that utilise ionising and non-ionising radiation in their

operation. The department provides teaching and training for services across the Trust and is centrally involved in providing national training programmes for advanced radiotherapy techniques, such involvement having arisen from our own research activity. Current research work in the department remains in the national forum and is performed in collaboration with the University of Hull and other national and international institutions.

The Department of Medical Physics is currently associated with 12 PhD students whose work spans Molecular imaging, Adaptive therapy, AI and Machine Learning application to radiotherapy, Knowledge Based planning and Theranostics as well as projects in experimental Biology. Their collective supervision team consists of NHS staff (Medical Physicists, Radiologists, Oncologists) and University Staff from the Faculties of Health Sciences and Science and Engineering.

A new Molecular Imaging Research Centre is close to completion, which has been funded by the local Daisy Charity. This brings together a collaboration between the charity, the Hospital Trust and the University and will provide an opportunity for the Clinical Oncology department to work on translational 'first in man' PET-CT studies with novel tracers. The centre is currently installing a Cyclotron with Fluorine-18, Carbon-11 and potentially Oxygen-15 targetry and is planned to expand the imaging capability to add a second fixed site, state of the art PET-CT scanner within the next few years.

The Radiotherapy Physics section of Medical Physics is responsible for providing scientific support and senior leadership to the Radiotherapy service, specifically for provisioning the Treatment planning systems, clinical equipment and computing aspects of Radiotherapy delivery. There are six Medical Physics Experts (IRMER2017) who provide expert advice and support to the Radiotherapy service.

For further information please see: www.hullrad.org.uk

Consultant Scientist Staff:

Professor Andy Beavis, Head of Medical Physics.

Mr Peter Colley, Consultant Physicist and Lead for Radiotherapy Physics, Fellow of the Academy for Healthcare Science

Mr J Saunderson, Consultant Physicist, Lead for Radiation Protection and Radiological Physics, Trust Radiation Protection Advisor.

Dr Graham Wright, Consultant Physicist and Lead for Nuclear Medicine Physics

Palliative Care

The palliative care team works across the hospital sites, the community and Dove House Hospice with a total of 6 consultants in post including a Professor of Palliative Care in conjunction with Hull York Medical School.

The Consultants in Palliative Medicine take a lead role in developing high standards in Palliative Care and promoting good practice within the Hospice, the Community and Hospitals and actively lead/contribute to the work of the End of Life Care and Mortality committees. Outpatient clinic assessments for patients are available in either Hull Community or at Dove House Hospice. Recent developments in advance care planning include supporting implementation of the ReSPECT process, implementation of an electronic palliative care coordination system (EPaCCS) across the Humber Coast and Vale integrated care system, and development and implementation of an end of life care plan for dying adults. The team participate in the national audit for care at the end of life in acute hospitals.

Within the Hull hospitals, a Macmillan hospital specialist palliative care nursing team has been developed to provide 7-day cover across all the Hull hospitals. The team offer face to face assessments for inpatients as well as supporting families, carers and ward teams. There is a weekly inter-disciplinary palliative care MDT and weekly meetings across the hospitals and community to discuss patients with complex needs and ensure they receive seamless care across all settings.

Education in palliative and end of life care is a key part of the role of the specialist palliative care team and both medical and nursing teams contribute to the oncology junior doctor induction, teaching and oncology journal clubs as well as providing formal teaching sessions available to all trust staff.

Research is conducted in conjunction with the Wolfson Palliative Care Research Centre at Hull York Medical School, University of Hull. This innovative and internationally-renowned research centre brings together researchers and health and social care professionals together with patients, families and members of the public to help deliver the best palliative care services and treatments (see www.hyms.ac.uk/research/research-centres-and-groups/wolfson). The Centre provides extensive opportunities for collaborative clinical research and contributes to cutting edge national programmes such as the recent national Better End of Life Care report (www.mariecurie.org.uk/policy/better-end-life-report).

Relationships with other services

Joint clinics and MDTs:

These are held in:

- Head and Neck Cancer
- Haematology
- Neurosurgery
- Breast
- Lung
- Colorectal
- Gynaecology
- Skin and melanoma
- Upper GI and Hepatobiliary
- Carcinoma of Unknown Primary
- Sarcoma
- Urology

International Standards Organisation certification

The department has achieved ISO 9001:2015 certification for the entire service and we take particular pride in our radiotherapy physics service, which is the first in the country to achieve and maintain UKAS accreditation to the BS70000 MPACE quality standard.

The Cancer alliance

The Humber, Coast and Vale Cancer Alliance works across Cancer, Cardiovascular Disease, Mental Health, Dementia, Acute & Chronic Neurological Conditions, Children's and Maternity Services providing support to commissioners (in the CCGs and NHS England) and clinicians to achieve improved outcomes for patients. This is the organisation that replaces the three previous Cancer Networks and supports the Cancer Centre's at Hull, Sheffield and Leeds.

The Cancer Unit in The Diana, Princess of Wales Hospital, Grimsby

The Department of Oncology in Hull University Teaching Hospitals NHS Trust provides cancer services to the North Lincolnshire and Goole NHS Trust.

Outpatient services

Visiting oncology consultants and registrars attend clinics in the fully staffed outpatient department within the Diana, Princess of Wales Hospital in Grimsby (DPOW) where there are consultation rooms, nursing, secretarial and administrative support.

Chemotherapy can be delivered either in the outpatient chemotherapy delivery suite in DPOW or a separate nurse-led unit in Scunthorpe General Hospital allowing patients to have their treatment nearer to home. At both sites, the on-treatment review of patients is carried out by Oncology Advanced Nurse Practitioners who are supported by the medical teams and by chemotherapy specialist pharmacists located at the aseptic unit in DPOW.

At DOPW hospital there is an inpatient ward staffed by specialist oncology nurses with a permanent registrar-grade doctor. Consultants who have outpatient clinics in the DPOW Hospital have a vital role in advising and supporting the nurse-led acute oncology service (AOS), attending the cancer ward during their weekly visit and liaising with the AO Advanced Nurse Practitioners. As there are usually at least two other colleagues at the same clinic (another consultant and / or one or two registrars) the AO workload is shared and should not take more than one hour each week.

The Cancer Unit in Scarborough General Hospital

The Department of Oncology in Hull University Teaching Hospitals NHS Trust also provides cancer services at Scarborough General Hospital, part of the York Teaching Hospital NHS Foundation Trust.

New patients are discussed in joint multidisciplinary meetings and video-conferencing facilities allow medical staff at QCOH to attend virtually. New patients are subsequently seen in QCOH for a management decision, radiotherapy will be carried out in Hull but systemic treatment can be administered at the chemotherapy unit in Scarborough where there is a fully staffed chemotherapy suite with full pharmacy and specialist nurse support. Speciality doctors from QCOH attend the chemotherapy unit in Scarborough daily where they run a follow up and on-treatment clinic and support the specialist oncology nurse-led AO service.

THE POST

It is anticipated that the post of consultant clinical oncologist will be based within the Queen's Centre with additional responsibility for caring for patients with urological cancers at the Diana Princess of Wales Hospital in Grimsby.

A second site of specialisation is encouraged in which case the job plan would be amended to reflect two sites of specialisation rather than one to suit individual preferences. Our ambitious expansion plans mean that those who would prefer to specialise in cancer sites other than urological cancers are welcome to apply and discuss their preference with the clinical lead. For work in a peripheral clinic, travelling time is included within the job plan.

Participation in audit / appraisal and CME is mandatory under clinical governance / RCR / RCP / GMC guidance. Time is allowed within core SPAs to take part in audit and there is a dedicated audit lead for the department. 10 days of study leave are funded for CPD and training.

Duties other than those clinical duties specified will be in accordance with the job plan agreed between the appointee, the clinical lead and the chief executive. The job plan allows for Administration, Teaching and Medical Audit.

The candidate may be required to work on any of the Trust's sites and across the seven day period where necessary.

Secretarial support and appropriate office accommodation and IT facilities will be provided.

Work at the unit and centre may be supported by Specialist Trainees. The trainees are linked with teams of consultants (based around site specialisation).

Successful candidates will be expected to support the Trust's goals for sustainability by encouraging and adopting sustainable ideas and practices.

Work programme

The applicant must have a high level of experience and expertise in the relevant tumour sites and should be able to demonstrate expertise at consultant level in oncology. An interest in research and teaching of undergraduates and postgraduates is an advantage. The applicant should have good communication skills, be willing to attend MDT meetings and work effectively as part of a team.

Job plan

A standard full time Job Plan will contain 10 programmed activities (PAs) comprising 8 PAs for direct clinical care (DCC) and 2 for supporting activities (SPAs). 1.5 SPAs are classed as 'core' and cover time for training, teaching, CPD, audit, appraisal, clinical governance and attendance at service meetings. There are opportunities to participate in undergraduate teaching within the oncology module of the HYMS medical school curriculum. Additional SPA time can be allocated for research, clinical management and educational supervisor (ES) activity. It is envisaged that this post would include the educational supervision of at least one trainee per year who could be from any level of training from FY1 to speciality registrar. It is expected that the appointee will have completed ES training or complete this within a short time of taking up the post. All new appointees will be encouraged to develop their management skills by taking on a management role which could

include assisting more senior colleagues with the organisation of educational activities, audit, junior doctor management, recruitment etc... Personal preferences can be taken into account and training will be given for the chosen role. Additional PA time is negotiable for more senior management, research or educational roles within the department.

Site-specialist team working

The anticipated workload is 240 new patients per annum (6 new patients per week x 40 weeks). The job plan set out below reflects the recent restructuring of outpatient clinics in our department. The clinics are arranged in a team format so that all consultants treating the same disease site are based in clinic at the same time. This allows for collaborative working between clinical and medical oncologists and the enhanced flexibility ensures that there is always a consultant in clinic to advise registrars even when one senior colleague is on leave or, as occasionally happens, off sick at short notice. In the peripheral clinics in Grimsby, there are usually two consultants running a clinic on any single day plus one or two registrar-grade doctors and again, the days are organised on the same 'one day – one site' basis.

Remote working and the non-medical follow-up model

The last year has taught us that it is not always necessary to see patients face to face and we are gradually moving towards more remote follow up either by video-link or telephone. It is anticipated that some of the follow up slots in the job plan set out below could be converted to remote follow up slots depending on need. The clinic organisation allows for flexibility between different teams and within teams as required. We are also recruiting and training additional site-specific specialist radiographers and nurses to assist with the follow up of patients who have undergone treatment. This will enhance the collection of toxicity data, allow rapid triage of reported symptoms and their appropriate management.

Additional PAs

Any additional programmed activities above 10PAs will be agreed during the job planning process with the clinical lead and clinical director. Any agreement will be made in writing and the additional programmed activities will be incorporated into the job plan schedule.

On call

The job plan incorporates a 1 in 16 on-call rota with Category B allowance. The week is split into Monday to Thursday and Friday to Sunday. Candidates who cannot join the on call rota for personal, family or health reasons are still encouraged to apply and discuss this with the clinical lead.

Typical 10PA job plan for a Consultant Clinical Oncologist – urological cancers

Outpatient clinics at peripheral unit	1.25
Outpatient clinics at centre	1.5
Clinical admin including chemotherapy prescribing	1.0
MDT meetings at unit or Centre	0.875
Radiotherapy planning at centre incl. peer review	2.0
Inpatient work at centre and peripheral hospital	0.75
Travel	0.375
On call	0.25
Supporting professional activities	2.0
Total programmed activities	10

Provisional timetable

Day	AM	PM
Monday	08.15-09.00 – travel to Grimsby 09.00-09.30 – clinical admin 09.30-12.30 – Urology clinic 3 NP slots (45 min) plus 3 FU / on treatment chemotherapy slots (15 min) 12.30-13.00 clinical admin 13.00-14.00 ward attendance / AO	14.00 - 16.00 – Urology clinic - 8 FU / on treatment slots (15 min) 16.00 – 17.00 – clinical admin 17.00 – 17.45 – travel home
Tuesday	09.00-11.30 - Radiotherapy Planning 11.30- 12.30 – ward round 12.30-13.30 – journal club (core SPA)	13.30-14.30 – core SPA 14.30 - 16.30 - additional SPA Educational supervisor duties plus management role
Wednesday	09.00-12.00 - Urology clinic CHH - 3NP (45 minutes) plus 3 FU / on treatment slots (15 min) 12.00-13:00 – clinical admin	13.00-16.00 –Urology FU clinic CHH -12 FU / on treatment slots (15 min). <i>face to face or remote working</i> 16:00-16.30 – clinical admin
Thursday	09.00-09.30 – clinical admin 09.30-12.30 – RT planning	12.30-14.00 - Urology MDTM 14.00-15.30 – core SPA
Friday	08.30 – 10.30 – MDTM (video conference) 10:30-11.30 Ward round 11.30-14.00 – RT planning	14.00-16.30 – core SPA Including business meetings
On call	Annualised within job plan. Equates to 1 hour / 0.25 PA per week	

HULL UNIVERSITY TEACHING HOSPITALS NHS TRUST – GENERAL INFORMATION

Hull University Teaching Hospitals NHS Trust (HUTH) is situated in Kingston upon Hull and the East Riding of Yorkshire. HUTH has two main hospital sites: Hull Royal Infirmary and Castle Hill Hospital with an annual budget of approximately £500 million. The Trust employs over 9,000 staff and serves an extended population of 1.25 million, delivering a number of outpatient services from locations across the area.

The Trust's secondary care service portfolio is comprehensive, covering the major medical and surgical specialties, routine and specialist diagnostic services and other clinical support services. These services are provided primarily to a catchment population of approximately 600,000 in the Hull and East Riding of Yorkshire area.

The Trust provides specialist and tertiary services to a population of 1.25 million extending from Scarborough in North Yorkshire to Grimsby and Scunthorpe in North East and North Lincolnshire respectively. The only major services not provided locally are transplant surgery, care for patients with major burns and some specialist paediatric services.

Our vision is *'Great Staff, Great Care, Great Future'*, as we believe that by developing an innovative, skilled and caring workforce, we can deliver great care to our patients and a great future for our employees, our Trust and our community.

We have developed a set of organisational values - *'Care, Honesty, Accountability'* – in conjunction with our staff and these form the basis of a Staff Charter which sets out the behaviours which staff expect from each other and what staff can expect from the Trust in return. The values are reflected in our organisational goals for 2016-2021.

Radiology

The Trust has 4 modern multislice CT scanners (2 at each site), a state of the art PET/CT scanner (128 slice, with Varian radiotherapy laser planning system) and 5 MRI scanners including a 3T scanner at the HRI site. An additional CT and MRI scanner will be installed during 2021 at the HRI site making a total of 5 CT scanners and 6 MRI scanners.

A PET scanner service is available in the purpose built Jack Brignall Centre on the Castle Hill site. Image registration with the Radiotherapy planning system is available.

THE HOSPITALS

The Trust comprises two main hospital sites and operates Outpatient Clinics from various peripheral sites.

Hull Royal Infirmary (709 beds)

This hospital is the major Acute hospital in East Yorkshire and serves a population in excess of 600,000. It has the only Accident and Emergency department and the following specialities:

- Diabetes/Endocrinology
- General Medicine
- General Surgery & Vascular Surgery
- Gastroenterology
- Medicine for the Elderly
- Neurology
- Neurosurgery
- Neurophysiology
- Obstetrics and Gynaecology
- Ophthalmology
- Oral Surgery & Orthodontics
- Orthopaedics
- Paediatric Medicine
- Paediatric Surgery
- Renal Medicine
- Respiratory Medicine
- Rheumatology

Acute Admissions Unit - The Acute Admissions Unit is situated adjacent to the A & E Department. The Unit has promoted greater integration of the General Medical teams with the Department of Medicine for the Elderly, allowing medical and nursing staff to cope better with the growing pressures on emergency admissions. Close working relationships are established between the Admissions Unit and the Emergency Department. A recent addition has been the Ambulatory Care Unit supporting admission avoidance and further plans are for a frailty model of care.

A 22 bedded Critical Care Unit is in close proximity to the 9 main Operating Theatre complex.

Women's and Children's Hospital - This development opened in March, 2003 and provides maternity wards and clinics, an antenatal day unit, a delivery suite, a neonatal unit with special and

intensive care, theatres, an early pregnancy assessment unit, 22 gynaecology beds, a gynaecology day surgery unit, gynaecology day care and outpatient department, a sub-fertility unit, an ultrasound department, and a children's outpatient department.

Eye Hospital – The Hull and East Yorkshire Eye Hospital was completed in October, 2002 and provides three operating theatres, a pre-assessment suite, a twelve bed inpatient ward, administrative space and a seminar room.

Phase two was completed in April 2011 and provides sufficient out-patient space for Paediatric and adult outpatient clinics, along with supporting facilities such as Orthoptics and optometry facilities, Lucentis treatment areas and paediatric outpatients.

Phase three, completed January 2017, saw the expansion of the service onto the first floor of the current building, providing much needed additional outpatient facilities and admin accommodation.

Castle Hill Hospital and Queens Oncology Centre (645 beds)

The hospital is one of the two major hospitals in Hull & East Yorkshire. Clinical Services currently on site include:

- Adult Cystic Fibrosis
- Cardiology
- Cardiac Surgery
- Thoracic Surgery
- Clinical Haematology
- Dermatology
- ENT and Head and Neck Surgery
- General Surgery, colorectal and breast
- Infectious Diseases
- Breast Screening Service
- Orthopaedics (Elective)
- PET Scanning
- Plastic Surgery
- Queen's Centre for Oncology and Haematology
- Rehabilitation
- Thoracic Medicine
- Urology Service
- Oral & Maxillofacial Surgery, including Orthodontics & Restorative Dentistry

A 20 bedded Critical Care Unit is located in the new Cardiac building.

The Academic Medical Unit led by Professor Alyn Morice and the Academic Surgical Unit are based at this hospital.

East Riding Community Hospital - Beverley

This is a community hospital which currently houses a GP unit, minor injuries unit, outpatient facilities and inpatient beds for intermediate care, palliative care and rehabilitation. There is a fully-staffed X-Ray Department.

PERFORMANCE RATING

The Trust was rated as good for safe and effective acute services. The Trust overall rating is 'requires improvement' in the Care Quality Commission Quality Report.

The Trust has and continues to take positive steps to address the concerns raised.

Medical Education Centre / Hull Institute of Learning and Simulation / Library and Knowledge Services

Medical Education at Hull and East Yorkshire Hospitals NHS Trust comprises the Medical Education Centre (MEC) and the Lecture Theatre at Castle Hill Hospital. The department is accessed by all health care professionals and offers a broad range of training and support. The facilities are easily accessible for both internal staff and external visitors due to its ideal location on the Hull Royal Infirmary site. The Medical Education Centre at HRI provides a modern, flexible area in which professionals can train in a supportive environment. The Centre contains a 190 seat auditorium and three large seminar rooms which are fully equipped with up to date audio-visual presentation equipment and dual projection facilities. The Lecture Theatre at Castle Hill Hospital comprises a 70 seat lecture theatre with modern audio-visual equipment.

The Hull Institute of Learning and Simulation (HILS) is able to offer practical skills rooms including ward areas, operating theatre and simulation suites. Each room has been built with a high level of flexibility and all can be customised to the user's needs. HILS has fast become an established and highly reputable centre of excellence in Clinical Skills training for all healthcare professionals locally, regionally and nationally with state of the art simulation facilities and an active in-situ simulation programme.

In addition, the recently opened Suture Centre based at Suite 22 at Castle Hill Hospital is an ideal training venue for all wet lab and surgical skills training. This facility comprises 10 surgical stations all with wall mounted monitors, large presentation screen plus a preparation area and procedural simulation room with 24/7 swipe card access.

Library and Knowledge Services provide a highly rated service, with access to over 10,000 texts both online and physically. The refurbished libraries are accessible 24/7 with a swipe card and PCs are available to access online resources. The growing Current Awareness Service delivers monthly updates in a variety of specialties, while experienced staff are on hand to source research and to guide users to the evidence they need. With a 96% score from the latest quality assurance assessment the Library and Knowledge Service team is there to support students and staff at all levels of their career.

Miss Helen Cattermole is the Director of Medical Education for the Trust and is responsible for the education of medical staff and the running of the Medical Education Centre and the Clinical Skills Facility. Dr Helen Collinson is the Deputy Director of Medical Education and Dr Dave Wright is the Director of Simulation.

There is a commitment within the Trust for Locum Consultant staff to participate in continuing professional development.

APPRAISAL/CONTINUOUS PROFESSIONAL DEVELOPMENT

The Trust is committed to supporting the requirements for continuing education and professional development is laid down by the Royal Colleges. A personal development review will be undertaken by the Clinical Area Lead annually and objectives agreed. Appraisal is carried out according to GMC guidance in preparation for revalidation.

OTHER MEDICAL INFORMATION

Local professional bodies include the Joint Hospitals Medical Staff Committee whose membership comprises all consultant staff and top-grade scientists; the Hull Medical Society and a branch of the British Medical Association.

RESEARCH AND DEVELOPMENT

As a Teaching Hospital working in partnership with the University of Hull and the Hull York Medical School we recognise the need to build on existing strengths whilst realising and utilising new research and innovation opportunities. Our vision is to create a 'research aware and active' workforce, empowering staff to participate in research, access and implement the best available research findings and develop innovative approaches to clinical practice which deliver a real and lasting difference to the quality and experiences of clinical care for our patients.

The provision of high quality care for our patients is our top priority and indeed our very purpose. We believe that by enabling us as a research-intensive organisation, our staff can contribute to the delivery of a Research and Innovation Strategy that will contribute significantly to the aspiration for Hull to be a vibrant and healthy city.

To achieve this, the Trust has made ambitious commitments to achieving our long-term goals by setting out plans that will further build our research and innovation capability and capacity as well as focussing on purposeful partnerships to maximise research opportunities for our patients and carers.

Research is conducted in 25 separate clinical areas in the Trust with the support of around 65 key staff and there are key academic research units built upon the strong historical research partnership with the University of Hull in Oncology and Haematology, Cardiology, Respiratory, Diabetes and Endocrinology and Vascular Surgery.

Our clinical research consists of interventional (complex drug and medical device trials) observational (data collection) and large cohort studies (public health questionnaires).

Around a third of our research activity is commercially funded. The Trust has a strong track-record of delivering research in collaboration with the pharmaceutical and medical technology industries. These links are further enhanced through our membership of the Yorkshire and Humber Academic Health Science Network (Y&H AHSN), Northern Health Science Alliance (NHSA) and the NHS Innovation Hub (Medipex).

In terms of research facilities, the Research and Innovation Team are based in the Medical Research and Teaching Building (Daisy) on the Castle Hill site which also provides laboratory facilities. The research delivery teams are based across both sites with access to support services in pharmacy, labs and imaging.

The Trust also has access to simulation and clinical skills facilities and through the PET-CT and Daisy Appeal, has the potential to develop a truly translational research programme through the creation of a fixed-site cyclotron facility. In collaboration with the University of Hull, researchers also have access to the Hull Health Trials Unit based in the Allam Medical Building and the Daisy Tumour Bank based in the Daisy Building.

From a research delivery perspective, the Trust is a Partner Organisation of the Yorkshire and Humber Clinical Research Network, receiving funding from the NIHR that supports the majority of our research staffing resource. We have around 450-500 research studies either actively recruiting, in follow-up or completing at any given time.

The Trust's Academic Oncology Research Unit is the biggest research infrastructure in the Trust supporting multiple investigators across tumour sites. It is consistently ranked first in terms of the volume of trials recruiting in our Trust. There is a Research and Development Facilitator who promotes and facilitates NHS research in the area. The service has an admirable record of research publications and international presentations, academic staff have attained MD degrees in the last year and support to nurture an expanding research profile and portfolio is available from a thriving academic research unit.

RELATIONSHIPS BETWEEN CONSULTANTS, CHIEF EXECUTIVES AND TRUSTS

The management of hospitals and other health care facilities is the responsibility of Trust Boards discharged through their Chief Executives, who have authority to decide policy commensurate with their responsibility. Consultants have a primary role to provide clinical services to patients referred to them.

The Consultants have a responsibility to the Chief Executive and a commensurate authority in respect of the reasonable and effective use of such resources and staff as they use and influence. The successful candidate will be expected to operate within the agreed speciality budget and workload target. There is in addition a collective responsibility falling on all Consultants to consult with their colleagues and, hence, to co-ordinate their individual commitments in order to ensure that the particular clinical services with which they are involved operate effectively.

Each consultant has a specific responsibility to the appropriate Service Management Team for the use of the resources.

Hull York Medical School – Founded in 2003

Hull York Medical School (HYMS) is a partnership between the Universities of Hull and York and the NHS in North and East Yorkshire and Northern Lincolnshire. The school performs well in league tables in recognition of its excellent undergraduate medical curriculum and research, judged to be of high international quality.

The first doctors to complete the HYMS MB BS programme graduated in 2008. With a distinctive and innovative approach to training doctors for the health services of the 21st century, HYMS aims to influence positively the recruitment and retention of doctors in the region and the quality of local health services.

HYMS offers a five year programme using contemporary learning and assessment methods in an integrated structure. The programme features a modern learning environment and high quality clinical attachment opportunities. There is a strong focus on learning in community settings, including primary care and on working collaboratively with other health professionals

In 2018, HYMS was granted an increase in undergraduate numbers from 130 and in 2020 the intake was 220. To encourage students from diverse backgrounds, HYMS has developed an innovative 1 year 'premed' program aimed at students without a background in science or those with science A levels at grades below the usual medical school offer who show the potential to attain the appropriate level with additional learning.

Postgraduate Education

Since 2009, HYMS has offered postgraduate taught and research programmes. Its postgraduate research student population has grown rapidly, with around 90 MD, PhD and MSc by Thesis students registered for HYMS degrees, in addition to the research students based in HYMS Centres following University of York research programmes. HYMS currently offers three postgraduate taught programmes – a postgraduate Certificate in Medical Education, an MSc in Human Evolution, based in the Centre for Anatomical and Human Sciences, as well as a Masters in Public Health in conjunction with the Health Sciences department of the University of York. Further programmes in medical education are currently being developed.

LOCATION

The area around Hull has some of Britain's most impressive and attractive countryside, with a great many places of natural beauty and historic interest. The Pennines, Yorkshire Dales, Yorkshire Wolds and the North York Moors, the seaside towns of Whitby, Scarborough and Robin Hood's Bay, and the cities of Leeds, Sheffield and Bradford are all close by, along with various historic abbeys and stately homes, theme parks and outdoor pursuits centres.

Kingston upon Hull

A thriving and dynamic waterfront city with a proud maritime heritage, Hull has a wide variety of museums and galleries, live music venues, an impressive harbour aquarium, good cycle paths, lots of green space and a number of award-winning restaurants.

Originally built on whaling, fishing and shipping, modern Hull's economy is sustained by its busy cargo and ferry port, the University and a variety of industries, including healthcare, digital enterprises and the arts. The new Siemens wind turbine factory at Green Port Hull is a major boost to the local economy. Hull is one of the country's main ports with the advantage of proximity to the European Community.

The Humber Bridge links the North and South Banks of the Humber, which have a combined population of some 900,000 people.

Hull was the UK City of Culture in 2017 and host to a yearlong programme of world-class arts and culture.

For further information relating to Hull City of Culture 2017 visit <http://www.hullcc.gov.uk/2017hull>

Hull offers a diverse and impressive range of housing choices, all offering good value for money.

Both the City of Hull and the nearby market town of Beverley are ancient Boroughs of considerable interest. Hull was very much rebuilt after heavy bombing in World War II and is, therefore, a modern as well as an historic City. There is an attractive Yacht Marina and an international ice rink and there is a good choice of theatre and concert programmes, at the Hull Truck Theatre, the New Theatre and Spring Street Theatre within the city centre.

Several new projects have been completed in the City to ensure that Hull is recognised as one of the UK's Top 10 cities. These include the refurbishment of the City's streets and roads, The Deep, (a Marine Science and Visitor Centre), a £43 million Football and Rugby Stadium and the St Stephen's Shopping Mall.

City living has burgeoned, with apartments in historic old buildings and sparkling new riverside complexes attracting people back to the heart of the city. Georgian townhouses stand proudly in the heart of the old town. Just a stone's throw from the city centre, leafy avenues offer more traditional housing in large Victorian properties, while waterfront city-villages offer excellent modern family housing from 1-5 bedrooms, just a short walk from the city centre.

The area provides a broad range of educational opportunities close to the University, including a number of Further and Higher Education Colleges. A number of schools and academies in Hull and

the East Riding have been rated Outstanding by Ofsted, and the area also offers a good choice of independent schools with boarding and day school options.

There are an increasing number of direct inter-city trains to London and regular services to other major centres. The M62 motorway provides fast communications within Yorkshire and links up directly with the A1 and M1 North/South motor routes. Humberside Airport provides a reliable service to several European cities. There is easy access to nearby pleasant countryside, dales, moors and first class coastal resorts. The City of York, with its Minster and many other attractions, including the Jorvik Centre, can easily be visited in a day.

Hull's position at the gateway to Europe makes it an important centre for national and international travel. The city has excellent transport connections, and a unique combination of air, sea, road and rail links.

York

York's history can be traced back nearly 2000 years, from its foundation by the Romans in 71AD, through Viking invasions, Georgian splendour and the Victorian railway revolution, to its present day role as one of the UK's most popular places to live or visit. With its soaring Gothic Minster, winding medieval and Georgian streets, a diverse range of shops, galleries, clubs, cafés, museums, music groups and sports clubs, York offers something for everyone.

Internationally acclaimed for its rich heritage and historic architecture, York has a vibrant cosmopolitan atmosphere, while still maintaining the friendly sense of community unique to a small city. A wide range of housing can be found within comfortable distance of York and the University, either close to the city or in one of the surrounding villages. The area has a range of excellent schools in both the state and independent sectors with excellent Ofsted ratings.

York is one of Britain's best-connected cities. Halfway between London and Edinburgh on the East Coast mainline, on intercity trains you can reach London King's Cross in less than two hours and Edinburgh in two and a half hours. York is also well served by road links, and the closest airport is Manchester Airport.

East Yorkshire

East Yorkshire has forty miles of spectacular coastline. Spurn Point has the only full-time lifeboat crew in the country and is a bird watchers' paradise. Nearby is Hornsea Mere, a huge freshwater lake and RSPB reserve. Hornsea also has a famous local pottery and an award winning Museum of Village Life.

Beverley has a beautiful medieval Minster, fine Georgian and other period houses and a cobbled market square. The restored Dominican Friary, dating from the 14th Century, the 600 acre common pastureland and nearby racecourse are notable attractions.

Housing locally is generally cheaper than in most other parts of the country. There are many villages with good housing / facilities surrounding Hull and within the required travelling time.

The East Riding of Yorkshire is steeped in heritage and known for its beautiful and unspoilt countryside, open plains and rugged hills. It offers a dramatic coastline with spectacular breeding sea bird populations including gannets and puffins, easily visible in late spring from the RSPB reserve at Bempton Cliffs. Nearby are award-winning sandy beaches, picturesque villages and historic market towns. The coastal resorts of Flamborough Head, Bridlington, Hornsea and Withernsea are popular family destinations – as are the market towns of Beverley, Howden, Driffield, Pocklington and Market Weighton, which offer a more relaxed pace of life.

The unrivalled quality of life in Yorkshire and the Humber is founded on this combination of cosmopolitan urban areas surrounded by beautiful countryside. With no less than three national parks on the doorstep of a thriving commercial landscape, this is a region where work and life really can be kept in balance. As Britain's biggest county, Yorkshire has more historic houses, castles and national parkland than anywhere else, along with the best shopping in the North.

TRUST SAFETY POLICIES AND PROCEDURES

You are to ensure suitable and sufficient equipment is provided and the adherence to Trust safety policies, to sustain the health and safety of staff, patients and visitors, to areas within your remit.

You are responsible for your own health and safety and must co-operate with management to achieve safer work processes and work places, particularly where it can impact on others.

You are to ensure suitable and sufficient equipment is provided and the adherence to Trust safety policies, to sustain the health and safety of staff, patients and visitors, to areas within your remit.

You are required to review all risk assessments periodically and particularly when staffing and/or equipment changes, monitoring the effectiveness of any control measures implemented.

You are to ensure suitable and sufficient equipment is provided to sustain the health and safety of staff, patients and visitors to areas within your remit.

In addition to the Trust's overall responsibilities under the Health & Social Care Act 2008 and the Code of Practice of the prevention and control of infections and related guidance July 2015 for your safety, you have a personal responsibility to ensure that your work adheres to this Code in the delivery of safe patient care within the organisation.

The Trust sets out the guiding principles for ensuring that whistleblowing issues are dealt with in a fair, timely and consistent way across the Trust as per its policy, CP169 – RAISING CONCERNS AT WORK (WHISTLEBLOWING) POLICY.

RESIDENCE

The post holder must live within 30 minutes travelling time of Castle Hill Hospital.

CONDITIONS OF SERVICE

Any Consultant who is unable, for personal reasons, to work full time will still be eligible to be considered for the post. If such a person is appointed, modification of the job description will be discussed on a personal basis following consultation with colleagues and the Chief Executive.

Appointment under the Department of Health Flexible Careers Scheme will be in accordance with the provisions of that scheme and the associated guidelines for Trusts (08/05/02).

It is a legal requirement for all doctors to be on the Specialist Register before they can take up a Consultant appointment.

EQUAL OPPORTUNITIES

The Trust is an equal opportunities employer with family friendly working practices available.

ACHIEVING A BALANCE

HUTH and NHSI are committed to this nationally agreed initiative and will, in accordance with "Plan for Action" be reviewing and adjusting the numbers and disposition of hospital doctors. This will involve an increase in Consultant staff and a reduction in some of the training grade staff. The numbers and grades of junior staff currently supporting this post are, therefore, not guaranteed and may be changed as the plan develops.

VISITING ARRANGEMENTS AND EXPENSES

Arrangements to visit and meet the Lead Consultant can be made through Kathryn Russell, HR Business Partner (01482 461389). Shortlisted candidates, who visit Hull for this purpose, or at the specific request of the Management, will be granted travel and appropriate subsistence expenses on that occasion. In the case of candidates travelling from abroad, travelling expenses are normally paid only from the point of entry into the United Kingdom.

CHIEF EXECUTIVE

The Chief Executive is Mr Chris Long (01482) 675783.