Consultant Job Description

Grade: Consultant Nephrologist

Department: Wessex Kidney Centre and Southampton University Hospital

Reports to: Chief of Service

Job Summary:

This post is divided between PHT and UHS. Following changes to job plans involving four other consultants currently employed by PHT/UHS, it is envisaged that the successful applicant will spend about 50% of their time at UHS (to include ward-work weeks and off-ward clinic weeks).

The appointee’s major role will be in contributing to the development of the renal service in Southampton alongside 4 consultant colleagues. The intention is to strengthen the liaison between the Southampton and Portsmouth sites and to streamline care pathways to form an integrated Wessex renal service. The capacity to innovate and adapt working practice to create a modern patient-centred service is vital to this appointment. In particular it is anticipated that the appointee will play a role in implementing an “at the bedside” dialysis service for established HD patients to reduce the need for transfer to PHT for this treatment.

At Southampton, Consultant-led ward-based care will be provided for an entire week (seven days) on a 1:5 rotation. During this time the consultant will provide consultations for other services around the hospital (including a daily review on ITU and in AMU) and will be expected to take over the care of new renal patients where appropriate. These duties include assisting ITU in the delivery of a new on-site dialysis service using the NxStage home HD machine. This care will be provided during the working day, with hand over to the GIM on-call team after hours. At the weekends, an on-site review of renal patients will be required each day (9-12pm), but there is no on-call at this site. Any leave taken during UHS ward weeks will be covered by swapping ward duty weeks with other consultant colleagues on the rota at UHS, to ensure a year-round nephrology presence.

The specialist renal registrar will generally be present to assist in the Monday to Friday ward work with the CTM or F1 trainees although because of an additional commitment to GIM there will be occasions when the team will run without an SpR There will be close liaison with the AKI CNS who will routinely review all new patients with AKI3 on a daily basis with an expectation that this work will be covered by the renal team in her absence.

When not scheduled to cover the wards, the consultant will undertake outpatient clinics in Southampton. These clinics include general nephrology and pre-dialysis clinics at Southampton General and Western Hospital as well as dialysis clinics at satellite dialysis units in the area.

Throughout these duties at Southampton, the consultant will remain integrated into the WKC team and will have duties at Portsmouth in addition to attending team management meetings and MDTs at QAH.

At Portsmouth, the consultant will have a particular interest in acute transplantation. They will contribute to a 1:4 rota as transplant nephrologist of the week. During this week they will attend daily transplant ward rounds with the surgeon of the week and will undertake two transplant clinics. There is no out-of-hours work transplant-specific work for the nephrologist.
In addition to the transplant work, the consultant may have other responsibilities at WKC to be arranged according to the preference and expertise of the successful applicant. They will have the option of contributing to the nephrology 1:12 on call rota. During this on call week the consultant is responsible for 20 in-patients with the help of a renal SpR and a renal CMT. This on-call week is followed by a week of ward cover when the consultant remains responsible for the ward patients (but is no longer on call). After these two weeks of ward duties, the consultant hands over to a colleague and returns to other duties, with no continuing responsibility for ward-based patients. It is expected that the consultant will have some managerial responsibility for the transplant service, the nature of which is to be arranged on discussion with the successful applicant.

Person Specification

Qualifications

- Full GMC registration with a licence to practice
- Higher professional training in nephrology

Clinical Experience

- Entry on the GMC specialist register via CCT (proposed date must be within 6 months), CESR or European Community Rights
- Appropriate experience in managing acute and chronic renal disease.
- Experience of managing renal transplant patients in the immediate postoperative period

Clinical Skills

- Assessment, diagnosis and management of all renal conditions.
- Familiarity with immunosuppressive regimes for transplantation and their complications.
- Understanding of clinical risk management

Knowledge

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

Other

- Evidence of participation in audit
- Interest and experience in clinical research
- Good oral and written communication skills
- Previous publication in peer reviewed journals
- Logical thinking, problem solving and decision making

Respect and Dignity

Quality of Care
Working Together

Efficiency

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

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

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff, respect diversity)

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

Print Name: __________________________

Date: __________________________

Signature: __________________________