Additional Departmental Information

Grade: Consultant Nephrologist

Department: Wessex Kidney Centre and Southampton University Hospital

Reports to: Chief of Service

Additional Information:
Portsmouth Hospitals NHS Trust is based at Queen Alexandra Hospital and is a major District General Hospital providing acute and elective care to a population of more than 550,000 people in Portsmouth and South Hampshire. The Trust is a designated Cancer Centre. The Trust provides clinical education for medical students attending the University of Southampton and is recognised for postgraduate specialist training in most medical and surgical specialities. It has a turnover of £430m and employs 5,000+ staff. The regional renal unit, the Wessex Kidney Centre, is based at this site.

The Wessex Kidney Centre, Portsmouth

The Wessex Kidney Centre is located in the recently commissioned premises at Queen Alexandra Hospital. It provides a comprehensive renal service to an adult population of approximately 2 million, covering the majority of Hampshire, the Isle of Wight and the adjacent parts of Wiltshire, West Sussex, Berkshire and Surrey. There are about 700 patients in the dialysis programme and around 750 patients with functioning transplants. The Unit takes on around 100 new patients with end stage renal failure per million adult population per year and undertakes approximately 100 renal transplants per year. It refers patients for pancreas-kidney transplantation to the Oxford Transplant Centre, which performs monthly assessment clinics within the outpatient department on the Renal Unit.

There are three dedicated Inpatient wards. The current bed complement is 50, with an additional 6 day-treatment beds. There is also an out-patient dialysis ward with 25 stations and a Community PD unit. The WKC has its own integral out-patient department and the facility to see programme patients as emergencies during the day. The majority of nursing staff on the Wards are nephrology trained and there is a locally run Nephrology Nursing Course. The Unit employs 2 WTE Donor Transplant Co-ordinators, 2 WTE Recipient Transplant Coordinators, 3.6 WTE Dietitians and a full-time Pharmacist. There are nurse specialists in vascular access, transplantation, pre-dialysis care, home haemodialysis, peritoneal dialysis and anaemia management.

Out-patient nephrology clinics (including general nephrology, haemodialysis, CAPD and transplant/vascular access review) run on every day of the week. In addition, the Consultant Nephrologists are responsible for peripheral clinics in Chichester, Bognor Regis, Basingstoke, Havant, Gosport, the Isle of Wight, Southampton, Winchester, Salisbury and Milford-on-Sea.

The WKC has eight satellite dialysis units. Bognor (14), Totton (9) and the Isle of Wight (10) are NHS rented and staffed. The remainder are privately run and subcontracted: Basingstoke (16) and Chandlers Ford (18) with Fresenius and Havant (22), Salisbury (10) and Milford-on-Sea (7) with Renal Services. WKC has a large home haemodialysis programme with a dedicated training area and support staff.
University Hospital Southampton

Southampton General Hospital functions as a District General Hospital and as a Regional/Supra Regional specialist centre. It has over 60 clinical specialties that operate closely to provide integrated patient care.

The hospital accommodates a large range of specialist services including neurosurgery and neurology, cardiothoracic services, paediatric oncology, paediatric surgery and neonatal surgery. Other specialties include accident and emergency, trauma and orthopaedics, general surgery, vascular surgery, urology, ear, nose and throat surgery, maxillo-facial surgery, ophthalmology, paediatrics, general medicine and medical specialties, dermatology, rheumatology, rehabilitation and nuclear medicine.

The Trust is a major national centre for teaching and research. The MRC Environmental Epidemiology Unit and the Tenovus Research Laboratory are on site, and the Welcome Foundation has sponsored a Clinical Research Facility, which opened in 2001. The Trust has been awarded two Biological Research Units in Respiratory Medicine and Nutrition, and is a CRUK research site.

The Faculty of Medicine of Southampton University was established in 1971 and in August 1995 the Faculty of Medicine, Health and Biological Sciences was established, with four Schools: Biological Sciences; Medicine; Nursing and Midwifery; and Health Professions and Rehabilitation Sciences. The Southampton University School of Nursing and Midwifery, the School of Health Professions and Rehabilitation Sciences are also sited locally on the University campus.

Southampton University Medical School is one of the top ten undergraduate research universities in the country and has a stated mission for “teaching in a research led” environment. There is a dynamic research environment encompassing the Foetal Origins of Adult Disease, Inflammation & Repair - particularly Immunopharmacology and Hepatology, and Cancer studies.

In Clinical Laboratory Sciences there are particular strengths in Molecular microbiology, Immunopathology and Human genetics. There are many examples of successful collaborations between the NHS and University staff and the title of Honorary Senior Lecturer may be awarded to NHS staff when they are active in research.

Renal Service in Southampton

As a major DGH and regional specialist centre, there is a need for on-site nephrology – especially with regard to managing AKI. With the recent consolidation of the regional vascular surgery service on the UHS site, this need has increased.

Hitherto, nephrology in Southampton has been provided by two nephrologists in the context of GIM posts. They have inpatient beds on two GIM wards, but no dialysis facilities. With the retirement of one of these consultants (hence this appointment) the nephrology service will now be enhanced to provide a seven-day service to the hospital, with a team of (probably five) consultant nephrologists working between the PHT and UHS sites with no GIM component.

The renal service is supported by one SpR or a CMT trainee and an F1. Overnight, renal patients are cared for by the on-call GIM team with renal advice provided by the on call renal SpR at Portsmouth if required.
The regional Paediatric Renal Unit and the Wessex Genetics Service are based at UHS and there are regular joint meetings with the paediatric team and geneticists.

As a University Teaching Hospital, there is a strong teaching ethos in the unit with commitment to undergraduate and postgraduate training at all levels. Third and final year medical students are attached to the team throughout the academic year and there is an expectation that the successful applicant will engage in regular bed-side and small group teaching as well as contributing to the weekly renal education meeting.

**Renal Medical Staff at The Wessex Kidney Centre**

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<th>Nephrology</th>
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<tr>
<td>Dr R Lewis</td>
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<td>Dr N Borman</td>
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<td>Dr K A Armstrong</td>
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<td>Dr A Sampson</td>
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<td>Dr N Sangala</td>
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<td>Dr E Synodinou</td>
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<td>Dr M Uniacke</td>
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<td>Dr K Veighey</td>
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<td><strong>Junior Staff:</strong></td>
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<td>- 10 Specialist SpR-grade juniors in Nephrology (including 1 on rotation with General medicine at QAH)</td>
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<td>- 7 CMT trainees or equivalent</td>
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The Post

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.

Secretarial Support and Office Accommodation
Dedicated secretarial support will be available at PHT and UHS. The Trust offers a mentorship scheme which is available to all new Consultants.

Residence
Residence within 30 minutes travel by road from both Queen Alexandra Hospital and Southampton General Hospital is required unless alternative arrangements are agreed with local management and consultant colleagues. The post holder must normally have a current driving license and their private residence must be maintained in contact with the public telephone service.

General Provisions
The post holder will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management. Subject to the provisions of the Terms and Conditions of Service, the post holder is expected to observe agreed policies and procedures, drawn up on consultation with the profession on clinical matters, and follow the standard orders and financial instructions of PHT and UHS. In particular, managers of employees of these trusts are expected to follow the local and national employment and personnel policies and procedures. The post holder will be expected to ensure that there are adequate arrangements for hospital staff involved in the care of patients to be able to contact him/her when necessary.

All medical and dental staff are expected to comply with the PHT and UHS Health and Safety Policies.

In compliance with the Trusts’ practices and procedures associated with the control of infection, all medical staff are required to:

- Adhere to Trust Infection Control Policies assuring compliance with all defined infection control standards at all times.
- Lead by example and pro-actively challenge poor practice that could lead to the transmission of infection.
- Understand your responsibility as a role model and always conduct hand hygiene in line with the Trust Hand Hygiene Policy.

All Consultant posts for both Trusts are now subject to annual appraisal, which for this post will be overseen by the Chief of Service of WKC.

Rehabilitation of Offenders
Because of the nature of the work, this post is exempt from the provisions of Section (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applicants are, therefore, not entitled to withhold information about convictions and in the event of employment; any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for positions to which the order is applied.

Study Leave
Study leave is granted within the maximum of 30 days in any 3 years for professional purposes in accordance with National and local guidelines on study leave. A Trust grant of £1210 per annum is payable towards CME expenses to those consultants who have satisfactorily completed their annual appraisal. Study leave is subject to annual appraisal and completion of an agreed job plan.

Medical Clearance
Appointment to this post is subject to satisfactory medical clearance. If short listed for interview you will be required to complete a simple medical questionnaire.

Commencement of Duties
This post is available from 5th March and the appointee will be required to take up the post no later than 3 months from the date of offer of appointment unless a special agreement has been made between the appointee and the Portsmouth Hospitals NHS Trust.

If you consider it is unlikely that you will be able to take up the application within such a period you are advised to point this out at the time of your application.

Visiting
Intending applicants may obtain further information and/or arrange a visit by contacting Dr Robert Lewis, Chief of Service or Dr Kirsty Armstrong, lead consultant at UHS on telephone 02392 286000.

Please note PHT will reimburse expenses for one pre-interview visit in respect of short listed candidates.

Please note that due to the high volume of recruitment and our desire to treat all applicants fairly it is not possible to meet with the Chief Executive or the Medical Directors of either trust prior to the appointments advisory committee. All are extremely committed and supportive of this appointment and to appointing the right candidate. As part of the induction programme the successful applicant will have an opportunity to meet with senior managers at both trusts.