SPECIALTY TRAINING PROGRAMME IN UROLOGY IN HEALTH EDUCATION WESSEX

This is a 5 year training programme in Urology at ST3 aimed at doctors who can demonstrate the essential competences to enter this level of training. The programme is designed to support training for a CCT in Urology. Details of essential competences and qualifications are detailed in the MMC person specification for Urology at ST3 which is available from: http://specialtytraining.hee.nhs.uk/news/the-gold-guide/

It is anticipated that completion of this training programme, subject to satisfactory progression at the ARCP, will lead to a CCT or CESR (CP) in Urology.

The programme is based in hospitals in Health Education Wessex including:

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<th>HOSPITAL</th>
<th>LOCATION</th>
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<tr>
<td>The Royal Bournemouth Hospital</td>
<td>Bournemouth</td>
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<tr>
<td>St Richard's Hospital</td>
<td>West Sussex</td>
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<tr>
<td>Queen Alexandra Hospital</td>
<td>Portsmouth</td>
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<tr>
<td>Salisbury District Hospital</td>
<td>Salisbury</td>
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<td>Southampton General Hospital</td>
<td>Southampton</td>
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<td>Royal Hampshire County Hospital</td>
<td>Winchester</td>
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Health Education Wessex is responsible for the planning, development, education and training of the healthcare and public health workforce across Hampshire, Dorset, Isle of Wight and Salisbury. We also provide medical training for the States of Jersey and GP appraisal services for Jersey and Guernsey. We believe that the key to improving the health and healthcare of the 2.8 million people living in Wessex is investment in the skills and values of the 52,000 people working in the NHS and in primary care.

Within the field of postgraduate medical education and training, we manage across primary and secondary care for these health communities – totalling around 2,400 doctors in training at any one time across 12 Trusts and 160 GP practices. In
addition, we support the workforce development for GP Practice Nurses and Public Health practitioners as well managing a bespoke GP appraisal service for established GP Practitioners to meet the requirements for revalidation in accordance with the statutory requirements set by the General Medical Council.

We manage training programmes for postgraduate medical training according to the statutory standards set by the General Medical Council (GMC) and have responsibility for establishing and maintaining quality management systems for all posts and programmes as required by the GMC.

The work of Health Education Wessex is guided by the principles embedded within the NHS constitution.

**Rotation Information**

Trainees will be allocated to Units within Wessex which are appropriate for their own educational needs, or in line with the job description as advertised. Trainees are expected to rotate to any of the units listed above.

**Study and Training**

The primary aim of all posts is the training programme developed and there is a region wide syllabus and minimum standards of education agreed by all Trusts within the rotation.

Health Education Wessex is committed to developing postgraduate training programmes as laid down by GMC, Colleges and Faculties and by COPMED - the Postgraduate Deans Network. At local level college/specialty tutors work with the Programme Director and Directors of Medical Education in supervising these programmes. Trainees will be expected to take part in these programmes (including audit) and to attend meetings with their nominated educational supervisor.

All posts within the training programme are recognised for postgraduate training by the General Medical Council (GMC) in accordance with their standards for training.

Study leave is granted in accordance with Deanery/Trust policy and are subject to the maintenance of the service.
All posts have a service element and the following covers the majority of duties. There will be minor variations in different hospitals but the list is aimed at covering the majority of duties:

1. Supervise, monitor and assist the House Officer (F1) in the day-to-day management of in-patients in posts with an attached F1.
2. Liaise between nurses, F1 and F2 Doctors, patients, relatives and senior medical staff.
3. Attend and participate in ward rounds as timetabled.
4. Attend outpatient clinics.
5. Take part in rostered emergency work.
6. Dictate discharge summaries.
7. Study for higher examination and maintain continued professional development.
8. Attend weekly educational and multidisciplinary sessions.
9. Undertake audit at various times throughout the rotations.
10. Teach medical students as directed.
11. Co-operate with members of the personnel department when monitoring hours of work and other personnel issues.
12. Attend induction in each hospital or new department.
13. Comply with all local policies including dress code, annual and study leave.

Curriculum

All posts will provide training in line with the Royal College of Surgeons agreed curriculum for training in Trauma and Orthopaedics which is available from www.jcst.org

Teaching

There is a well co-ordinated teaching programme for junior staff in which trainees are expected to play an active part. In addition there are Grand Rounds in which patients with interesting or difficult clinical problems are examined by all staff, followed by a discussion of the cases. All Doctors are expected to participate in the regular sub-regional and regional meetings. Continuous medical education at all levels is encouraged, and there is an active multidisciplinary Clinical Governance programme. There are good opportunities for trainees to develop their own clinical research projects and to participate in ongoing projects, under the supervision of the...
Consultants. Trainees are encouraged to complete and publish research projects during the rotation.

**Main Conditions of Service**

The posts are whole-time and the appointments are subject to:

1. The Terms and Conditions of Service (TCS) for Hospital Medical and Dental Staff (England and Wales)
2. Satisfactory registration with the General Medical Council
3. Medical Fitness – You may be required to undergo a medical examination and chest x-ray. Potential applicants should be aware of the Department of Health and GMC/GDC requirements with regards to HIV/AIDS and Hepatitis viruses. Candidates must be immune to Hepatitis B. You will be required to provide, in advance of appointment, evidence of immunity or have a local blood test (as deemed necessary by the Occupational Health Department)
4. Right to work in the UK
5. Criminal Records Check/POCA check carried out by the Trust Medical HR department.
6. Pre-employment checks carried out by the Trust Medical HR department.

**Hours**

The working hours for junior doctors in training are now 48-hours averaged over 26 weeks (six months). Doctors in training also have an individual right to opt-out if they choose to do so, but they cannot opt-out of rest break or leave requirements. However, the contracts for doctors in training make clear that overall hours must not exceed 56 hours in a week (New Deal Contract requirements) across all their employments and any locum work they do: [http://www.nhsemployers.org/your-workforce/need-to-know/european-working-time-directive](http://www.nhsemployers.org/your-workforce/need-to-know/european-working-time-directive).
Pay

You should be paid monthly at the rates set out in the national terms and conditions of service for hospital medical and dental staff and doctors in public health medicine and the community health service (England and Wales), “the TCS”, as amended from time to time. The payscales are reviewed annually. Current rates of pay may be viewed at: http://www.nhsemployers.org/your-workforce/pay-and-reward/pay/agenda-for-change-pay. Part-time posts will be paid pro-rata.

Pay supplement

Depending upon the working pattern and hours of duty you are contracted to undertake by the employer you should be paid a monthly additional pay supplement at the rates set out in paragraph 22 of the TCS. The current payscales may be viewed at: http://www.nhsemployers.org/. The pay supplement is not reckonable for NHS pension purposes. The pay supplement will be determined by the employer and should be made clear in their offer of employment and subject to monitoring.

Pension

You will be entitled to join or continue as a member of the NHS Pension Scheme, subject to its terms and rules, which may be amended from time to time.

Annual leave

Your entitlement to annual leave will be five or six weeks per annum depending upon your previous service/incremental point, as set out in paragraphs 205 – 206 of the TCS.

Sick pay
Entitlements are outlined in paragraphs 225-240 of the TCS.

Notice
You will be required to give your employer and entitled to receive from them notice in accordance with paragraphs 195 – 196 of the TCS.

Study leave
The employer is expected to offer study leave in accordance with paragraphs 250 – 254 of the TCS. Local policy and procedure will be explained at your induction.

Travel expenses
The employer is expected to offer travel expenses in accordance with paragraphs 277 – 308 of the TCS for journeys incurred in performing your duties. Local policy and procedure will be explained at induction.

Subsistence expenses
The employer is expected to offer subsistence expenses in accordance with paragraph 311 of the TCS. Local policy and procedure will be explained at induction.

Relocation expenses
The employer will have a local policy for relocation expenses based on paragraphs 314 – 315 of the TCS and national guidance at: http://www.nhsemployers.org/your-workforce/pay-and-reward/nhs-terms-and-conditions/junior-doctors-dentists-gp-registrars. You are advised to check eligibility and confirm any entitlement with the employer before incurring any expenditure. In addition to local policy there is Deanery guidance which can be viewed on www.wessexdeanery.nhs.uk.
Pre-employment checks

All NHS employers are required to undertake pre-employment checks. The employer will confirm their local arrangements expected to be in line with national guidance at: http://www.nhsemployers.org/your-workforce/recruit/employment-checks.

Professional registration

It will be a requirement of employment that you have professional registration with the GMC for the duration of your employment.

Health and safety

All employers have a duty to protect their workers from harm. You will be advised by the employer of local policies and procedures intended to protect your health and safety and to comply with these.

Disciplinary and grievance procedures

The employer will have local policies and procedures for dealing with any disciplinary concerns or grievances you may have. They will advise you how to access these, not later than eight weeks after commencement of employment.

Educational supervisor

The employer will confirm your supervisor on commencement.

General information

Health Education Wessex’s management of Specialty Training programmes, including issues such as taking time out of programme and dealing with concerns or complaints, is available at www.wessexdeanery.nhs.uk and in the national ‘Gold guide’ to Specialty Training at: http://specialtytraining.hee.nhs.uk/news/the-gold-guide/