POST CCT FELLOWSHIP IN RENAL MEDICINE

JOB DESCRIPTION

Introduction
This is a post CCT clinical and research position to undertake a period of high quality research in order to support an application for a higher research fellowship based at the Sheffield Kidney Institute. In addition the post-holder will support portfolio clinical studies within the department and will have a fixed commitment on the renal middle grade on-call rota and in nephrology outpatients.

The appointment is to commence as soon as possible for a fixed term period of 1 year. The post will combine a mixture of clinical (50%) and research (50%) duties with a commitment to the renal middle grade on call rota. The starting salary will be based on the Specialty Registrar pay scale.

A medical degree or diploma from a recognised UK or overseas University or institution. Full registration with the General Medical Council. Candidates must hold a CCT / CESR in renal medicine or be within 6 months of going on the specialist register. Candidates may have already completed a higher degree.

The post does not award a National Training Number. As this post is not recognised as a ‘training post’, full registration with the GMC is required, and if the appointee does not hold right of residence in the UK a work permit will be required.

CONTRACTED HOURS

Standard Hours 40

Band 1B subject to change

PROFILE OF SHEFFIELD TEACHING HOSPITALS NHS FOUNDATION TRUST

Sheffield Teaching Hospitals NHS Foundation Trust is one of the UK’s busiest and most successful NHS foundation trusts. We provide a full range of local hospital and community services for people in Sheffield, as well as specialist care for patients from further afield, including cancer, spinal cord injuries, renal and cardiothoracic services. In addition to community health services, the Trust comprises five of Yorkshire’s best known teaching hospitals.

- The Royal Hallamshire Hospital
- The Northern General Hospital
- Charles Clifford Dental Hospital
- Weston Park Cancer Hospital
- Jessop Wing Maternity Hospital

The Trust has a history of high quality care, clinical excellence and innovation in medical research. The Trust has been awarded the title of ‘Hospital Trust of the Year’ in the Good Hospital Guide three times in five years and we are proud to be in the top 20% of NHS Trusts for patient satisfaction.

We strive to promote a culture of continuous quality improvement and encourage our staff to innovate and adopt ‘best practice’ in order to deliver the highest standard of care to our patients.

The Northern General Hospital is the home of the City’s Accident and Emergency department which is also now one of three Major Trauma Centres for the Yorkshire and Humber region. A number of specialist medical and surgical services are also located at the Northern General Hospital including cardiac, orthopaedics, burns, plastic surgery, spinal injuries and renal to name a few.
A state-of-the-art laboratories complex provides leading edge diagnostic services. The hospital also provides a wide range of specialist surgery such as orthopaedic, spinal cord, hand and kidney transplantation.

The Royal Hallamshire Hospital has a dedicated Neurosciences department including an intensive care unit for patients with head injuries, neurological conditions such as stroke and for patients that have undergone neurosurgery. It also has an award winning Gastroenterology department, a large Tropical Medicine and Infectious Disease Unit as well as a specialist Haematology centre and other medical and surgical services.

Sheffield Teaching Hospitals is home to the largest dental school in the region, a women’s hospital with a specialist neonatal intensive care unit and a world renowned Cancer hospital. The Trust has also recently integrated with the City’s NHS community services to support our work to provide care closer to home for patients and preventing admissions to hospital wherever possible.

We have a long tradition of clinical and scientific achievement, including the development of one of the UK’s first Academic Health Sciences Networks.

Through our partnerships with the University of Sheffield, Sheffield Hallam University, other health and social care providers and industry we remain at the forefront of advancements in clinical services, teaching and research.

We have around 15,000 employees, making us one of the biggest employers locally. We aim to reflect the diversity of local communities and are proud of our new and existing partnerships with local people, patients, neighbouring NHS organisations, local authority and charitable bodies.

We strive to recruit and retain the best staff: the dedication and skill of our employees are what make our hospitals and community services successful and we continue to keep the health and wellbeing of our staff as a priority.

Our vision is to be recognised as the best provider of health, clinical research and education in the UK and a strong contributor to the aspiration of Sheffield to be a vibrant and healthy city. We have begun this journey with our staff, partners and patients and we will continue to explore every aspect of our business to ensure we are doing our very best to achieve our vision.

If you would like to find out more about the services we provide and our future plans please visit www.sth.nhs.uk/about-us

The Trust Executive Team

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<th>Position</th>
<th>Name</th>
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<tbody>
<tr>
<td>Chairman</td>
<td>Tony Pedder</td>
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<tr>
<td>Chief Executive</td>
<td>Sir Andrew Cash OBE</td>
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<tr>
<td>Chief Nurse / Chief Operating Officer</td>
<td>Professor Hilary Chapman</td>
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<tr>
<td>Director of Human Resources</td>
<td>Mr Mark Gwilliam</td>
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<tr>
<td>Director of Service Development</td>
<td>Mrs Kirsten Major</td>
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<tr>
<td>Director of Finance</td>
<td>Mr Neil Priestley</td>
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<tr>
<td>Medical Director</td>
<td>Dr David Throssell</td>
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Services Provided at Sheffield Teaching Hospitals NHS Foundation Trust

<table>
<thead>
<tr>
<th>Service</th>
<th>Department</th>
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<tbody>
<tr>
<td>Accident and Emergency</td>
<td>Obstetrics/Gynaecology/Neonatology</td>
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<tr>
<td>Acute General and Elderly Medicine</td>
<td>Occupational Health Service</td>
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<td>Assisted Conception</td>
<td>Operating Services</td>
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<td>Anaesthetics</td>
<td>Ophthalmology</td>
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<tr>
<td>Cardiothoracic Surgery &amp; Cardiology</td>
<td>Oral-maxillofacial Surgery</td>
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<tr>
<td>Chemotherapy</td>
<td>Orthopaedics</td>
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The Sheffield Kidney Institute provides acute and chronic renal failure services for the 1.8m population of South Yorkshire in partnership with Doncaster Royal Infirmary. As one of the largest renal units in the country, Sheffield Kidney Institute currently provides dialysis for 675 patients. Haemodialysis facilities are sited in the base unit at the Northern General Hospital (57 stations) and in satellite dialysis units at Heeley (20), Barnsley (13), Chesterfield (12) and Rotherham (20), which together dialyse 560 patients. 115 patients dialyse at home either by peritoneal or haemodialysis. All haemodialysis patients are treated with high-flux membranes with a small number treated by online haemodiafiltration.

A purpose built outpatient and administrative suite was completed at the Northern General Hospital site in 2006. There are two inpatient wards with a total of 45 beds. The acute ward has a dedicated bay to support inpatient dialysis (4 stations), The second ward supports transplantation/access surgery and elective nephrology/PD. 615 transplant recipients are followed up in the transplant clinic. 50-70 renal transplants are performed annually, and there is an active live donor programme. Laparoscopic donor kidney retrieval is established. DCD and ABOi transplantation commenced during 2008.

**Medical Staffing**

The unit is staffed by 8 consultant nephrologists and 1 academic nephrologist:

- Dr S Curran: Consultant Nephrologist (LRD Tx lead)
- Dr S Siddqui: Consultant Nephrologist (Supportive Care lead).
- Dr NJ Fardon: Consultant Nephrologist (Vascular access lead)
- Dr SB Jenkins: Consultant Nephrologist (Clinical Director)
- Dr SA Khwaja: Consultant Nephrologist (CKD Lead)
- Dr WS McKane: Consultant Nephrologist (Transplantation lead)
- Dr D Throssell: Consultant Nephrologist (part-time, STH Medical Director)
- Dr ME Wilkie: Consultant Nephrologist, honorary Reader (Home Therapies lead)
- Dr V Reddy: Consultant Nephrologist (Haemodialysis/Undergraduate Education Lead)
- Dr Bisher Kawar: Consultant Nephrologist (AKI and Clinical Governance Lead, Training Programme Director)
- Prof ACM Ong: Honorary Consultant Nephrologist (Genetics Lead)

In addition, 2 Specialty Grade doctors supervise outpatient dialysis and nephrology in conjunction with senior medical staff. Junior Nephrology staff comprises 7 SpRs, 2 Research Fellows, 5 CMT, 1 F2 and 1 F1.
Four Consultant surgeons are responsible for renal transplantation and dialysis access surgery:

- Mr V Chidambaran-Nathan, Consultant Renal and General Surgeon
- Mr A Halawa, Consultant Renal and General Surgeon
- Mr BM Shrestha, Consultant Renal and General Surgeon
- MR SA Boyes, Consultant Renal and General Surgeon

Two Specialty Grade surgeons and 2 Advanced Nurse Practitioners provide support.

**CLINICAL DUTIES**
The Sheffield Kidney Institute has a robust track record of translational and clinical research with several high impact presentations, publications grants, fellowships and prizes in recent years. We have strong collaborative links within the University of Sheffield including support in research design from the University of Sheffield School of Health associated Research (ScHARR), as well as a number of external collaborations. This is a 1 year post to promote clinical research with the department of renal medicine and provide a fixed clinical commitment. Subject to a satisfactory performance review after 9 months, the post may be continued for a further year. The object of the post is to give a high calibre researcher the opportunity to develop an application for a higher research training fellowship that would allow the post-holder to continue an academic career in nephrology in Sheffield; and/or develop sub-specialist clinical expertise in their area of research which will align with the expertise and interests of colleagues in Sheffield. The post holder will be allocated a research and clinical mentor(s).

The specific duties and responsibilities are as follows:

1. To build upon an existing body of clinical research in order to develop a sufficient portfolio to permit a compelling application for a further research fellowship. That research should fit within and be supported by one of the existing research themes at the Sheffield Kidney Institute (Dialysis outcomes and complications, PKD and Renal epidemiology). This will include the development of strong academic collaborative links locally, nationally and internationally.
2. To participate in the renal middle-grade on call rota.
3. Service commitment to 2 general nephrology/ dialysis clinics per week.
4. To be accredited in Good Clinical Practice and support portfolio research studies within the department of Renal Medicine.
5. To demonstrate an appropriate level of progress including study design, grant preparation, recruitment of patients as appropriate to research, and data analysis. It is expected that the data generated will lead to publications and presentations at national/international meetings.
6. After generating pilot data the candidate will be expected to apply for external funding from research councils. Work towards that application will be supported by individuals experienced in grant preparation.
7. To provide support to the clinical service in a fashion that aligns with the candidate’s personal development plan and the educational framework, for example, to provide evidence for maintaining certain clinical competencies or take opportunities to step up into consultant duties/role.

**On-call/Emergency Duty Rota**
The post is part of the middle grade on call rota of 1:7 - 1:10. The rota is 24 h on-call, non-resident after 21:00 when the successful candidate will be first on call supported by a Hospital@Night team. Senior cover will be provided at all times by consultant nephrologists and consultant renal surgeons. A banding supplement will be applicable as per the rota applicable at start of post.

**Timetable**
Detailed sessional arrangements will be drawn up in a job plan discussed with the Clinical Director, the Training Programme Director, and the research and clinical supervisors. As the research project
involves recruitment of patients to a clinical study it is likely that initially at least the post-holder will participate flexibly in a number of nephrology and dialysis clinics to drive recruitment. The following is a guide to likely arrangements. Whilst the general nephrology clinic and on-call commitments are fixed the rest of the timetable is likely depending on the progress of research.

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<th>Monday</th>
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<th>Friday</th>
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<tbody>
<tr>
<td>Clinical Research/ Lab meeting</td>
<td>Portfolio study Support</td>
<td>Clinical Research</td>
<td>Clinical Research</td>
<td>Nephrology Clinic or Dialysis session</td>
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<tr>
<td>Clinical Research</td>
<td>Nephrology Clinic / Dialysis session</td>
<td>Clinical Research / Research Clinic</td>
<td>Clinical Research Biopsy MDT/ Academic meeting</td>
<td>Research and Clinical Administration</td>
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**Supervision arrangements and learning outcomes**

The learning outcomes of the postholder are:

1. To build upon an existing body of clinical research in order to develop a sufficient portfolio to permit a compelling application for a further research fellowship.
2. To build on their clinical experience and leadership skills to strengthen future applications for consultant or clinical academic posts

The successful candidate will have a designated research supervisor according to their chosen theme:
- **Dialysis outcomes / epidemiology** – Dr ME Wilkie, Consultant Nephrologist and Honorary Reader in Renal Medicine.
- **PKD** – Professor AC Ong, Professor of Renal Medicine, and Honorary Consultant Nephrologist
- **Bone** – Dr SA Khwaja, Consultant Nephrologist and Honorary senior Lecturer.

In addition to the research supervision Dr BS Kawar, the Training Programme Director for the Sheffield Programme - Health Education Yorkshire and the Humber, will act as an educational guide to ensure that all the components of the educational framework are achieved, as outlined in the table below. The candidate is expected to meet with the educational guide regularly. The educational guide will write a progress report at 6 months and a final report at the end of the post.

<table>
<thead>
<tr>
<th>Domain</th>
<th>Opportunities offered by the post</th>
<th>Evidence of achievement</th>
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<tr>
<td>Professional skills</td>
<td>- Formal mentorship and appraisal process to ensure the GMC Good Practice domains are maintained</td>
<td>- Regular meetings with the educational guide that includes review of reflective practice and log book of practical procedures</td>
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<td></td>
<td>- Regular outpatient and on-call clinical commitments to maintain skills in acute nephrology and the long-term management of renal patients with the help of a multidisciplinary team (MDT)</td>
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<td>- Opportunities to perform procedures (insertion of dialysis catheters and biopsies) in emergency (during on-calls) and elective settings (as agreed in the educational / personal)</td>
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### Educating self and others

- The renal directorate has an active educational programme that the successful candidate is expected to participate in, which includes teaching sessions, histopathology and other MDT meetings, audit and mortality and morbidity meetings.
- The successful candidate will be required to register with RCP CPD diary.
- The successful candidate is expected to develop their teaching / educational skills to be ready to take up lecturer posts as part of their academic career pathway. The successful candidate will be expected to contribute to the delivery of the undergraduate curriculum, postgraduate trainee education and peer education.

| Leadership | - The successful candidate will be expected to show leadership in developing this new post to deliver the research and educational objectives by working closely with clinical director and supervisors. |
| Management and research | - This is a research fellowship and the candidate is expected to achieve their research objectives as outlined above. |

### Management and research

- The candidate is expected to develop their understanding of the research networks and how research is managed in the NHS in general and within the department.
- The candidate will be welcomed to attend any management meetings needed to achieve the objectives in their personal development plan.

- Review of CPD diary
- Log of teaching sessions delivered with evidence of feedback
- Undertaking a formal educational supervision course (desirable).

### Leadership

- Regular reviews with the educational guide

### Teaching Activities

A wide range of teaching activities for medical and allied professions take place under the umbrella of the Sheffield School of Nephrology. Postgraduate medical activities include weekly Radiology and Histopathology conferences, postgraduate renal seminars and regular lectures from outside speakers. There is a twice monthly journal club, a range of multidisciplinary meetings as well as a quarterly...
mortality and morbidity meeting. The Sheffield Kidney Institute participates in the Northern Regional SpR training programme, and SHO’s receive weekly lectures from consultant medical staff from both the renal unit and support departments including histopathology and radiology.

**RESEARCH OPPORTUNITIES**

The post-holder will be able to access considerable support in research methodology in the form of modules and seminars organised within the University of Sheffield. The Sheffield Kidney Institute has an international reputation for research excellence in basic and clinical science. Basic research is coordinated through the Academic Unit of Nephrology, University of Sheffield (Head – Prof ACM Ong). Total unit staffing including administrative and honorary staff currently numbers 37. The Academic Unit’s main laboratories are located in the Henry Wellcome Laboratories at the Medical School with a smaller laboratory based at the Institute used mainly for clinical research. Current grant funding totals ~£2 million (major sources are the Wellcome Trust, Research Councils UK, Kidney Research UK and the PKD Foundation). Major research programmes are molecular genetics, cell biology and progression of Autosomal Dominant Polycystic Kidney Disease (ADPKD) (Lead – Dr ACM Ong), renal replacement outcomes research including dialysis (Dr ME Wilkie), transplantation (Dr WM McKane, BM Shrestha) and bone disease (Dr A Khwaja). There is already a well staffed Clinical Research Facility (CRF) based at the Royal Hallamshire Campus and a second CRF based at the Northern Campus. Further information on the research activities of the Unit and Institute can be found at: [http://www.shef.ac.uk/medicine/infectionandimmunity/units/ski](http://www.shef.ac.uk/medicine/infectionandimmunity/units/ski) [http://www.sheffield-kidney-institute.org/](http://www.sheffield-kidney-institute.org/)

**CONDITIONS OF SERVICE**

The appointment is subject to the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales) as amended from time to time and also such other policies and procedures as may be agreed.

The postholder will work within the Northern General Hospital, Sheffield Teaching Hospitals NHS Trust. As a consequence he/she will be expected to be aware of local policies and procedures and take note of the standing orders and financial instructions.

**UNFORESEEN CIRCUMSTANCES**

In accordance with the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales) paragraph 110, Junior Doctors shall be expected in the run of their duties, and within their contract and job description, to cover for the occasional and brief absence of colleagues as far as is practicable.

**SALARY**

The post attracts a salary in the range of £30,002 - £47,175 per annum. This starting salary will be determined by previous service in accordance with current nationally agreed salary scales for Specialist Registrars. Any future national pay awards for Specialists Registrars will apply. There is no guarantee however that this post will be recognised for incremental credit purposes on entry/re-entry to a Specialist Registrar Training Programme.

**HEALTH CLEARANCE AND MEDICAL EXAMINATION**

This appointment is subject to medical fitness and the appointee 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 regard to HIV/AIDS and Hepatitis viruses.
The successful candidate must be immune to Hepatitis ‘B’. They 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).

**ANNUAL LEAVE**

The Clinical Fellow shall be entitled to leave at the rate of 5 weeks a year.

**HEALTH AND SAFETY**

Each Trust participating in this Training Scheme recognises its duties under the Health and Safety at Work Act 1974 to ensure, as far as it is reasonably practical, the Health, Safety and Welfare at Work of all its employees and, in addition, the business of the Trust shall be conducted so as to ensure that patients, their relatives, contractors, voluntary workers, visitors and members of the public having access to Trust premises and the facilities are not exposed to risk to their health and safety.

All Medical and Dental Staff under contract to the Trust will be expected to comply with Unit Health and Safety policies.

Agreements will be made for the successful candidate to receive copies of the Health and Safety policies, which are relevant to the appropriate Trust.

**USE OF INFORMATION TECHNOLOGY**

Under the Computer Misuse Act 1990, any individual who knowingly attempts to gain unauthorised access to any programme or data held on a computer can be prosecuted. An individual who modifies any programme or data in a computer which they are unauthorised so to do, is also liable under the Act. If found guilty of these offences a person may be given a custodial sentence of up to six months or a fine or both. The person would also be subject to disciplinary action which may result in dismissal.

Similarly in accordance with UK copyright law, any person involved in the illegal reproduction of software or who make, acquire or use unauthorised copies of computer software will be subject to disciplinary action which may lead to dismissal.

**ACCOMMODATION**

Married or single accommodation may be available. Enquiries regarding accommodation should be made to the Accommodation Manager, initially at the Unit where your duties are to commence.

**LIBRARY FACILITIES**

The main University Library is located at the Royal Hallamshire Hospital.

**NOTIFICATION OF TERMINATION OF EMPLOYMENT**

The postholder will be required to give a minimum of 3 months notice of termination of contract.

**POINTS OF CONTACT AND VISITING ARRANGEMENTS**

Informal enquiries should be directed to:-

Dr Martin Wilkie,
Consultant Nephrologist
Sheffield Kidney Institute
Sheffield Kidney Institute
Prof Albert Ong  
Professor of Renal medicine and Honorary Consultant Nephrologist  
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Northern General Hospital  
Herries Road  
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Tel 0114 271 4808  
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