1. UKRR and TRUST OVERVIEW and INTRODUCTION

The UK Renal Registry (UKRR) is in process of publishing its 14th Annual Report on the provision and quality of dialysis and transplant services in the UK. It is an independent organisation that is part of the Renal Association. It is the major source of audit of renal services in the UK and plays an important role in monitoring and implementation of the National Service Framework for Renal Services. It employs ~25 staff and is based in premises within Southmead Hospital, Bristol. Further details can be found on the web site: www.renalreg.org. The UKRR also has close links with the Department of Health and is funded by a direct charge to the participating renal centres.

North Bristol NHS Trust is the largest Trust in the South West region, and one of the largest trusts in the country. Last year the Trust treated over 100,000 inpatients, over 350,000 outpatients, 90,000 emergency department patients and helped deliver over 6,000 babies. It employs more than 9,500 staff, has approximately 1,050 inpatient beds and income in excess of £540 million.

The Trust provides medical surgical, neonatal and maternity care for its local population of approximately a million people in Bristol, South Gloucestershire and North Somerset. The Trust also provides regional, regional services in neurosciences, orthopaedics, pathology, plastic surgery and burns, renal medicine and transplant and urology and is the major trauma centre for the West Country.

The health service in Bristol, North Somerset and South Gloucestershire is being remodelled to concentrate acute facilities and where appropriate to provide more care close to patient homes through a network of community hospitals and facilities. The Trust recently moved the majority of its acute services to the Brunel building, regarded as one the most the best hospital facilities in Europe, on the Southmead Hospital site. At Southmead Hospital, we also have our excellent maternity and women’s health services, the Bristol Breast Care Centre and the Trust’s Severn Pathology service.
As well as Southmead Hospital, the Trust also has Cossham Hospital, in Kingswood, that recently underwent a £19m refurbishment, the Bristol Centre for Enablement, at Cribbs Causeway (Bristol) and the Trust also runs children’s community health services across Bristol and South Gloucestershire.

The Trust has University Teaching status and is associated with both the University of Bristol and the University of the West of England.

2. THE WORK OF THE DEPARTMENT

UKRR

The UKRR provides a comparative audit service to renal units throughout the UK. It also has close links with the Department of Health in England, providing national and local statistics for service planning. All renal centres in England, Wales and Northern Ireland currently participate; the UKRR has a close working relationship with the Scottish Renal Registry, which is funded separately.

The UKRR collects data on patients with kidney disease – pre-dialysis chronic kidney disease, dialysis and kidney transplantation. Data collection from centres treating adults is purely electronic, in the form of a extract from the information systems used in each centre for clinical care. The UKRR’s primary objective is the preparation of an annual report which includes population-based national audit on a centre by centre basis. This report forms an important policy document for renal service development and includes analyses of the incidence and prevalence of Renal Replacement Therapy on each modality of treatment together with indicators of quality of care such as survival analysis, process measures relating to vascular access for haemodialysis and quarterly laboratory data.

From this longitudinal database, numerous research projects and more recently quality improvement initiatives have been developed. In the 20 years since its inception it has grown from a limited coverage of 6 centres to UK wide coverage (from 2007) with extensive data on over 71 adult centres and all 13 paediatric units (although data submission is not yet fully electronic for all paediatric centres). The UKRR is widely respected by, and a close collaborator with, other international Renal Registries. The UKRR undertakes an increasing range of project work commissioned among others by the Department of Health and the Information Centre. The UKRR does not currently undertake ‘for-profit’ analyses for commercial companies or others.

Richard Bright Renal Unit

The Richard Bright Renal Department at Southmead Hospital provides a comprehensive end-stage renal failure programme for over 1,300 patients, made up of ~580 patients requiring dialysis and ~930 renal transplant recipients. In addition to this, it also provides a Nephrology service on both outpatient and inpatient basis.

Specialist on-call consultant cover is also provided to the other hospitals in Bristol, particularly University Hospitals of Bristol FT, and also for patients in Weston-Super-Mare, and Bath.

There are ~40 beds in the inpatient service which cares for patients with all aspects of acute and chronic kidney disease and failure and also patients receiving kidney transplants.
Similarly the unit provides a full range of Nephrology, Dialysis and Transplant outpatient work.

3. THE POST

<table>
<thead>
<tr>
<th>Title</th>
<th>Registry Fellow</th>
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<tbody>
<tr>
<td>Employer</td>
<td>North Bristol NHS Trust</td>
</tr>
<tr>
<td>Duration</td>
<td>Fixed 1 year</td>
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<tr>
<td>Base Hospital</td>
<td>UK Renal Registry, Southmead Hospital</td>
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Details of Members of the Renal Department

<table>
<thead>
<tr>
<th>Consultants</th>
<th>Other Medical Staff on Firm</th>
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<tbody>
<tr>
<td>Dr Rommel Ravanan (Clinical Director)</td>
<td>1 Academic Clinical Lecturer</td>
</tr>
<tr>
<td>Dr Karen Anderson (Consultant nephrologist)</td>
<td>1 Academic Clinical Fellow</td>
</tr>
<tr>
<td>Dr Alison Armitage (Consultant nephrologist)</td>
<td>7 Specialist Registrars</td>
</tr>
<tr>
<td>Dr James Bushnell (Consultant nephrologist)</td>
<td>3 Senior House Officers</td>
</tr>
<tr>
<td>Dr Helen Campbell (Consultant nephrologist)</td>
<td>3 Foundation year 2</td>
</tr>
<tr>
<td>Dr Fergus Caskey (Consultant nephrologist)</td>
<td>2 Foundation year 1</td>
</tr>
<tr>
<td>Dr Christopher Dudley (Consultant nephrologist)</td>
<td></td>
</tr>
<tr>
<td>Professor Steve Harper (Consultant nephrologist)</td>
<td></td>
</tr>
<tr>
<td>Dr Alexandra Hodsmans (Consultant nephrologist)</td>
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<tr>
<td>Dr Albert Power (Consultant nephrologist)</td>
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<tr>
<td>Dr Simon Satchell (Consultant nephrologist)</td>
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<tr>
<td>Dr Uday Udayaraj (Consultant nephrologist)</td>
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</tbody>
</table>

Clinical work

The post holder will be sharing a 0.5 whole time equivalent clinical commitment with one of the existing Academic Clinical Lecturers. At the time of going to press, this means the post holder will be required to provide the following clinical commitment during the 12 months of the post:

- Three weeks of ward work
- Three weeks of bleep holding
- Six weeks of resident on-call
- 1 in 11 non-resident on call

Ward work needs to be done in blocks of several weeks at a time and bleep holding in blocks of several days.

The post holder will be required to have obtained the necessary competencies for femoral dialysis catheter insertion.

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1 Two weekend nights Fri/Sat/Sun followed by 5 days off and 4 blocks of nights Mon/Tues/Weds/Thurs
Learning Objectives
It is expected that the post holder will develop their own project in either quality improvement, information technology, green nephrology or research. Opportunities will exist for collaborative projects with the University of Bristol and other organisations. Training will be available accordingly.

Main duties
- To support the statisticians in the preparation of accurate information and statistics required for UKRR publications and reports.
- To support the data managers development of data collection and processing activities
- To advise on improvements to the validation, coherency and quality of data held by the UKRR, contributing to the preparation of specifications required.
- To contribute to the preparation of a continued programme of statistical audit reports prepared in collaboration with the Steering Groups.
- To help design new analyses for inclusion in the UKRR Annual Report
- To lead the writing of chapters in UKRR Annual Report.
- To co-ordinate the work of and provide direct support for the statisticians, authors and editors in the writing of UKRR Annual Report chapter
- To represent the UKRR at meetings as required.
- To develop and advise on the design of proposed clinical audit projects.
- To ensure effective working and compliance with relevant legislation including the Data Protection Act thus ensuring that patient and centre confidentiality is preserved.
- To undertake work as specified on internal and external projects to further the work and reputation of the UKRR.
- To undertake personal development to ensure skills and knowledge are maintained and developed and to be aware of relevant developments in your field.

Educational Approval
This post has neither Royal College or Postgraduate approval for training.

The post is, however, educationally sound and well supported. Applicants must ensure they are aware of the implications to their career plans when applying for this post. Applicants will normally have a place on the national training scheme in Adult Nephrology and will be required to negotiate Out Of Programme Experience with their Deanery, in which they will be supported by the UKRR.

Directorate
The Nephrology Department forms part of the Renal & Transplant Directorate, which is one of the 7 Clinical Directorates within the Trust’s Management arrangements for operational services.

For work within the UK Renal Registry
The post holder is managerially accountable to the Medical Director, Dr Fergus Caskey. The General Manager is Hilary Doxford.

For work within the clinical service
The postholder is managerially accountable to the Clinical Director, Dr Rommel Ravan. The General Manager is Claire Weatherall.
The post holder’s Supervising Consultant to be agreed.

Courses/Training/Journal/Clubs/Lunchtime meetings

Not applicable.

Annual Leave

You will be entitled to 5 weeks and 2 days annual leave pro rata if on point 0-2 of the salary scale or 6 weeks and 2 days annual leave pro rata if on point 03 and above.

4. MAIN CONDITIONS OF SERVICE

The post is NOT covered by the terms and conditions of service of Hospital Medical and dental staff

Whole time appointment.

The practitioners hours of duty shall be a standard working week of 40 hours.

The salary scale is as follows:

(As from 1st April 2015)

£30,002 - £47,175

Notice

You are entitled to receive 1 months notice of termination of employment and are required to give North Bristol NHS Trust and the UKRR 3 months notice.

The postholder will also be involved in audit, supervision of junior staff, teaching, research, administration, travel as necessary.

5. CONDITIONS OF APPOINTMENT

Must have FULL registration with the General Medical Council.

The passing of a medical examination is a condition of appointment of all practitioners within the scope of the National Health Service Superannuation Scheme.

The successful applicant will be required to provide documentary evidence of natural or acquired immunity to hepatitis B. Where this is not possible, the postholder will be required to demonstrate by recent (within the last year) evidence of serology showing the absence of hepatitis B surface antigen. These provisions are to meet the requirements of the Department of Health’s instructions to trusts (HSC(93)40).
6. COMMITMENT TO HEALTH AND SAFETY, CONFIDENTIALITY AND EQUAL OPPORTUNITIES

Health and Safety/Security

It is the duty of every employee to work in such a way that accidents to themselves and to others are avoided, and to co-operate in maintaining their place of work in a tidy and safe condition, thereby minimising risk. Employees will, therefore, refer any matters of concern through their respective line managers. Similarly, it is each person's responsibility to ensure a secure environment and bring any breaches of security to the attention of their managers.

No-Smoking Policy

As an NHS employer, the Trust has a duty to its staff and patients to protect them from the health hazard that smoking represents. Consequently, from 8 March 2006, in line with the public health white paper, Choosing Health, smoking will not be permitted anywhere on Trust property including all buildings, grounds and within leased/owned vehicles of the Trust. This applies to all staff, patients and visitors of the Trust. Failure by staff to comply with this requirement may result in recourse to the disciplinary procedure. Employees also have a responsibility to remind members of the public, visitors and other staff to refrain from smoking on Trust premises and to inform the appropriate manager if they witness repeat non-compliance.

Equal Opportunities

North Bristol NHS Trust has given its full commitment to the adoption and promotion of the key principles of equal opportunities contained within current legislation and the Trust’s Equal Opportunities Policy.

All staff hold personal responsibility for the application of this policy on a day-to-day basis and should not undertake any acts of discriminatory practice during the course of their employment. Similarly all staff have a responsibility to highlight any potentially discriminatory practice to their line manager, human resources department or trade union/professional associations.

Copies of the Equal Opportunities Policy are available in the Personnel Policies and Procedures file in every department and on the intranet.

Harassment and Bullying

We believe that all people, whether staff, patients or visitors, are entitled to an environment in which the dignity of the individual is respected.

We are also firmly committed to promoting an organisational culture which values diversity and equality of opportunity and to preventing discrimination in all aspects of its employment practices and services. We regard harassment and bullying as totally unacceptable forms of behaviour that will not be tolerated or condoned.

The person appointed to this post is reminded this organisation is committed to safeguarding and promoting the welfare of children and young people. It is the responsibility of all staff to be clear about appropriate and inappropriate practice and
further information on ‘Guidance for Safer Working Practice for Adults who Work with Children and Young People, Nov 2007 can be found at www.everychildmatters.gov.uk/resources-and-practice/IG00311/

7. DETAILS FOR VISITING

Informal enquiries regarding the post may be made by contacting:

Mr Ron Cullen  
Chief Executive Officer  
UK Renal Registry  
Southmead Hospital  
Bristol, BS10 5NB  
Email: ron.cullen@renalregistry.nhs.uk  
Tel: 0117 414 8150

Dr Fergus Caskey  
Medical Director  
UK Renal Registry  
Southmead Hospital  
BRISTOL BS10 5NB  
Email: mdfjc@bris.ac.uk  
Tel: 0117 414 8150

DATE WHEN POST IS VACANT  
See Job Advert  
CLOSING DATE  
See Job Advert

INTERVIEW DATE  
To be confirmed