

The logo for the Medical Specialist Group is a blue rounded square containing the text "Medical Specialist Group" in white, bold, sans-serif font, arranged in three lines.

Medical Specialist Group

Job Description

Job title:	Consultant in Urology
Directorate:	Surgical
Responsible to:	Directorate Chair of Surgery
Accountable to:	Medical Director, States of Guernsey The Medical Specialist Group LLP Management Board
Location:	Princess Elizabeth Hospital, Guernsey The Medical Specialist Group LLP
Hours:	Substantive full-time position 10PAs

The Post

The Medical Specialist Group, Guernsey, are looking to appoint a consultant urologist to join our existing urologist to provide high quality comprehensive consultant only secondary care to the local community in the Bailiwick of Guernsey (65,000 people approx.). The successful applicant must be on the GMC Specialist Register or be within 6 months of eligibility for inclusion at the time of interview.

This post has arisen because of increased demand for urological services in Guernsey. Historically, the urological service has been provided by a single-handed urologist. The last 5 years has seen a 30% increase in new referrals, with subsequent ongoing demand in management, necessitating a second post.

We are looking for a candidate who demonstrates clinical excellence, is a good communicator, and can work flexibly in a small team. The population of Guernsey demand that healthcare of the highest standard is available locally, and therefore we encourage service development to facilitate this, with hospital infrastructure and services offering the equivalent of a large district general hospital in the UK. Due to its remote location, however, medicine in Guernsey will present occasional challenging emergency clinical scenarios which rely on treating clinicians to work outside their comfort zones, so the ability to adapt and manage a wide range of urological conditions is essential.

The applicant should therefore be comfortable in managing all core urological elective and emergency conditions. A subspecialty interest is also encouraged, and the present urologist would be happy to change his work balance to encourage this.

Why Choose Us?

- A unique opportunity to work within a small, cohesive department with a shared vision to deliver top quality, holistic patient care
- We offer a generous remuneration package, including an array of employee benefits - relocation costs, company pension, private health insurance for the postholder and family
- Guernsey residents' benefit from an independent taxation system, including flat rate 20% income tax
- Relocate to appreciate a rewarding quality of life within a thriving small community
- Enjoy shorter commutes and a safe and friendly place to live and raise a family – all within easy reach of the UK
- Future opportunity to become a partner in a thriving healthcare business

The Medical Specialist Group LLP

The Medical Specialist Group (MSG) Limited Liability Partnership is contracted to provide a wide range of emergency and elective medical services for the Bailiwick of Guernsey, in partnership with the Health and Social Care Committee (HSC) of the States of Guernsey. It aims to serve and care for the community through the provision of the highest standard of clinical care. The MSG was founded in 1992 by a group of 19 doctors. Today the service remains owned and run by a passionate team of doctors, currently comprising 56 consultants with a range of professional interests. There are no junior doctors in Guernsey and therefore consultants provide the complete range of inpatient and outpatient care. Tertiary care services are supplied by a variety of Hospitals on the UK Mainland, mainly Southampton University Hospital, usually through contracted services.

The MSG is based at Alexandra House and Mill House, where most managerial and support staff are based. Both buildings have dedicated outpatient facilities and are situated in close proximity to the island's main hospital, the Princess Elizabeth Hospital (PEH).

The Urological Team

Presently our urologist, Mr Owen Cole, is supported by 4 urology Clinical Nurse Specialists with different skill sets, though in a small service all cross-cover;

Sara De La Rue
Lydia Whattam
Steve Mundy
Patricia McDermott

Prospective candidates are encouraged to discuss the service with our nurses – they perform new patient and new diagnoses clinics, are responsible for a lot of patient surveillance, and work closely with district nurses to keep patients out of hospital. They also perform flexible cystoscopy lists and Botox injections. Without junior doctors and the administration back up found in UK hospitals (eg cancer admin), they are essential for the smooth running of the service.

The success of the service, especially with low consultant numbers and absence of junior doctors, relies on keeping patients out of hospital. Some examples of this include;

- Close working with ED to minimise emergency admissions
 - Low renal colic admission rate and able to access quick outpatient and surgical intervention for stones, reducing reattendance / admission
 - All patients with AUR taught ISC in ED with CNS follow-up
- Surgical w/l < 8 weeks for all procedures
- Close working with GPs to identify potential problems early
- High daycase rate across all procedures
- Senior decision making on wards

There are always things that can be done better, however, and we welcome candidates with a proven record of service development.

Our urologist undertakes a wide variety of elective urology with the support of a multidisciplinary team, both locally and in Southampton. This includes;

- Bipolar TURP / TURBT > 90% as daycase procedures
- Laparoscopic radical prostatectomy
- Stone surgery
- Basic paediatric groin surgery
- Other general urology

Renal surgery, radical cystectomy, complex surgery and reconstructive surgery are performed in Southampton, as is radiotherapy. There are close links with the Southampton MDTs who provide a high-quality service with excellent communication. The cancer service is well supported by an on-island medical oncology team who participate in the local MDT meetings.

Presently we only offer bipolar TURP for BPH surgery, and candidates would be encouraged to develop different procedures. We will shortly be moving to disposable flexible cystoscopes and ureteroscopes. There is funding to replace our old 20W holmium laser.

Some of the features that we feel make our department particularly attractive to work in include;

- Personal service – knowing all your patients well
- Absolute reliance on good teamwork in a small service
- Consultant delivered service in anaesthesia
 - All patients attend a consultant anaesthetic pre-op assessment clinic so very low rate of on-day cancellations

- Prompt access for emergency surgery
- Opportunity for broad scope of practice with subspecialisation
- Funded 10 days off-island attachment/ year to maintain / develop skills
- 35 days annual leave
- 10 days study leave
- 3 weeks long service award after 7 years
- Private income opportunities – 35% of our local population have health insurance
- Private ward in the same hospital

Facilities and services

The Princess Elizabeth Hospital has 4 theatres within the main theatre suite, plus one dedicated day patient theatre and an endoscopy suite. Remote sites utilising anaesthesia services (including MRI, X-ray suite and the Emergency Department) are appropriately equipped.

There is one general surgery / urology ward and a private ward, with paediatric surgery admissions going to the children's ward. The endoscopy unit is attached to the day patient unit. Phase 1 of the hospital redevelopment programme has just been completed with a new critical care unit opening soon. Phase 2 will include the addition of 4 new theatres as well as a new private wing.

There are excellent radiology facilities with modern CT and MRI, nuclear medicine and ultrasound. PSMA-PET scanning is performed in Southampton. Interventional work is primarily done by one of the radiologists including nephrostomy, antegrade stents and embolisation. Pathology facilities are also available to a high standard with two resident Consultant Histopathologists.

Programme of Work

Guernsey lies outside the NHS and this post is different to a typical NHS post in that there are no specified numbers of programmed activities (PAs) but is thought to be the equivalent of 10 PAs (exclusive of private practice). Remuneration appropriately reflects the duties and responsibilities of the role.

Whilst the job plan will be flexible, depending on clinical need and leave, the following would represent an accurate guide. There would be opportunity to discuss and change this with the present urologist, however, to fit in with family commitments. Theatre lists are 4.5 hours.

Week 1

Day	Time	Duty	PAs	SPAs
Monday	7.30-8.00	W/R	0.125	
	8.00-12.45	PBx / Flexible cystoscopy	1.1875	
	13.00-13.30	W/R	0.125	
	13.30-18.00	Theatre	1.125	
	18.00-18.30	W/R	0.125	
Tuesday	8.00-10.00	Urology team W/R + meeting	0.5	0.625
	10.00-12.30	SPA		
	13.00-17.00	Clinic	1.00	
Wednesday	8.30-12.30	DCC admin	1.00	
	13.00-16.00	Private clinic		
Thursday	7.30-8.00	W/R	0.125	1
	8.30-12.30	Clinic	1	
	13.00-17.00	SPA		
Friday	7.30-8.00	W/R	0.125	
	8.00-9.00	TPBx	0.25	
	9.00-12.30	MDT and admin	0.7625	
		Half day		
Total			7.45	1.625

Week 2

Day	Time	Duty	PAs	SPAs
Monday		Half day		
	13.00-17.00	DCC admin	1	
Tuesday	8.00-10.00	Urology team W/R + meeting	0.5	0.625
	10.00-12.30	SPA		
	13.00-17.00	Clinic	1.00	
Wednesday	7.30-8.15	W/R	0.1875	
	8.15-12.45	Theatre	1.125	
	12.45-13.15	W/R	0.125	
	14.00-17.00	Private clinic		
	17.00-17.30	W/R	0.125	
Thursday	7.30-8.00	W/R	0.125	1
	8.30-12.30	Clinic	1	
	13.00-17.00	SPA		
Friday	9.00-10.00	MDT	0.25	
	11.00--15.00	UK MDT 3:4	0.75	
	13.00-13.30	W/R	0.125	
	13.30-18.00	Theatre 1:4	0.5625	
	18.00-19.00	W/R	0.25	
Total			7.125	1.625

On-call;

A formal on-call rota of 1:4 weekends (Saturday and Sunday) and 2 weeknights per week (Monday-Thursday). General surgeons cover Fridays and 1:2 weekends when urologist not formally on-call. Whilst there is no obligation to attend an emergency when not on-call, in the rare instances this happens, if available it is often easier to attend rather than wait until the next day.

PA calculation – per 2 weeks		PA
Theatre	11.25 hours	2.8125
OPA	16 hours	4
Ward rounds / meetings	10.25 hours	2.5625
TPBx / Flexi	5.75 hours	1.4375
Patient admin	8 hours	2
MDT (inc admin)	7.5 hours	1.7625
Predictable on-call work	4 hours	1.33
Unpredictable on-call work	6 hours	2
SPA	13 hours	3.25
Total (2 weeks)		21.55

Supporting Professional Activities

1.5PAs will be provided for supporting professional activities.

In addition to the above, we host a unique monthly multi-speciality educational half day meeting called 'The Academic Half Day'. This comprises both a morbidity and mortality review and an academic session, bringing all hospital specialists together and delivers a broad educational programme – including external speakers.

Additional admin sessions are allocated (within job planning) to colleagues with managerial roles with the department or the wider MSG.

Clinical Duties

- To provide care for Urology patients in both inpatient and outpatient settings.
- To provide advice and take over the care, where appropriate, of patients under the care of other specialists within the Medical Specialist Group or HSC.
- To participate in the development of protocols and guidelines
- To develop and maintain collaborative professional relationships with colleagues in other specialties and participate in regular clinical meetings and other professional activities.
- To develop and maintain good communications with general practitioners and appropriate external agencies.
- Clinical Governance – active participation in all MSG governance processes.
- Quality improvement – lead approved quality improvement projects in your subspeciality area, to continually improve patient care.

- Education – to supervise and support allied health care professionals and medical students in training as required
- Administration – to complete administrative duties associated with your role in a timely manner.
- Work closely with the Directorate Manager to ensure the service remains efficient and optimises resources.
- Ensure appropriate record keeping using the designated EPR systems.
- Data protection – maintain good practice in handling of confidential information.
- Departmental activities – to support and contribute to departmental and wider MSG meetings.
- Appraisal and revalidation – adhere to these processes in the required timeframes.
- Maintain an up-to-date mandatory training record.
- Continuing Medical Education (CME) – be accountable for undertaking CME to maintain professional development.

Applications and visits

Informal enquiries about the post are welcome and can be made to Mr Owen Cole (Consultant Urologist) owen.cole@msg.gg, Dr Michelle Le Cheminant (MSG Deputy Chair and Directorate Chair for Anaesthesia) michelle.lecheminant@msg.gg or via Nathan Collenette (Business Partner – People and Organisation) Nathan.collenette@msg.gg or via our switchboard on 01481 238565.

Applications must be accompanied by a covering letter and CV and sent to recruit@msg.gg
Closing date for applications is Monday 17th November 2025.

Short listed candidates are encouraged to visit prior to interview.

Interviews expected early December.

To find out more about The Medical Specialist Group LLP visit: www.msg.gg

To find out more about relocating to Guernsey visit: <https://www.locateguernsey.com>

The Medical Specialist Group LLP

Management and organisation structure

The senior office holders consist of the Chairperson, Lead Governance Partner and Lead Finance partner who together with the four Directorate Chairs and 2 consultant Partnership representatives form the Management Board.

The four Directorates are Adult Medicine (16 consultants), Anaesthetics (12 FTE Consultants), Surgery (15 Consultants) and Women and Child Health (12 Consultants).

The MSG employs clinical & support staff (88.74FTE) including senior management, surgical assistants, nurses, audiologists and administration staff supporting the directorate structure as well as in finance, IT, corporate and clinical governance, HR, facilities, medical records, reception and typing.

The income for the MSG comes primarily from the healthcare contract with the States (79%). The remaining balance is private earnings.

The Secondary Healthcare Contract

The Medical Specialist Group LLP is a limited liability partnership established on the 1st January 2018 as a conversion from the Medical Specialist Group that previously functioned as a General Partnership for more than 25 years in Guernsey.

The MSG commenced a new contract with the States of Guernsey on the 1st January 2018 for the continued provision of secondary healthcare to the population of the Bailiwick of Guernsey. The Bailiwick of Guernsey has a population of approximately 65,000, which includes 2,000 in Alderney, 100 in Herm and 500 in Sark (Sark residents are treated as private patients). The MSG works in close partnership with HSC and services are reviewed regularly. Patients are seen at the MSG premises and the PEH. Outpatient activity takes place mainly at the MSG and inpatient activity occurs at the PEH. Private patient facilities are offered on Victoria Ward at the PEH and at MSG premises.

The Emergency Department at the PEH is fully staffed with four Consultant Emergency Doctors and eight Associate Specialists. The Emergency Department is run by HSC whereby patients are seen, investigated, treated and referred to the appropriate specialist in secondary care. There are three main GP practices in Guernsey and 1 in Alderney. GPs will refer patients to secondary care either electively or as an emergency. Secondary care services under the MSG are provided in General Surgery, Urology, Orthopaedics, ENT, Ophthalmology, Adult Medicine, Anaesthetics, Paediatrics and Obstetrics & Gynaecology.

Other secondary healthcare services are provided directly by HSC such as Radiology, Psychiatry, Public Health and Pathology. There is scope for interventional radiology procedures on island.

Specialties currently such as Haematological Oncology, Microbiology and some elements of Renal Medicine are provided by visiting specialists from UK tertiary centres that have a contract with HSC. There are also inpatient facilities at The Mignot Memorial Hospital in Alderney, which is managed by GPs.

Clinical Governance Requirements

The appointee will be expected to participate in all aspects of clinical governance and best practice standards. These include compliance with policies relating to healthcare associated infection and data protection. The post-holder will participate in regular clinical audit and review of outcomes, and work towards achieving local/national targets.

Both the MSG and HSC are committed to the clinical governance process and have a single Clinical Governance Framework.

A local appraisal process is in place and upon joining you may be allocated an appraiser by the appraisal lead. We comply with the General Medical Council (GMC) revalidation requirements. Dr Peter Rabey (Medical Director) has been appointed by the States of Guernsey to oversee revalidation.

A consultant mentor system is in place to support transition to working and living on island.

General Conditions of Appointment

The appointee will be employed by the MSG under the terms of a consultant urologist. Within the rules of the LLP, consultants may be asked to join the Partnership at a stage that is favourable to both parties.

Consultants benefit from 35 days annual leave, 10 days funded study leave and the opportunity for up to 10 days 'off island attachment' per annum. The appointee will be required to cover for colleagues' absence from duty on the basis of mutually agreed arrangements with the Directorate Chair. It is required that 6 weeks' notice be given for leave (with the exception of compassionate/sick leave), in order to prevent impact on service delivery.

The MSG requires the appointee to maintain full registration with the GMC, be on the specialist register and to fulfil the duties and responsibilities of a doctors, as set down by the GMC. CPD activities are reimbursed up to a limit, as defined by MSG policy.

All appointments are subject to the following checks;

- Identity
- Criminal record
- Essential qualifications
- Professional registration
- References
- Occupational health clearance

Satisfactory Occupational Health and Enhanced DBS check with Barred List (Child and Adult Workforce) obtained. Applicants are not entitled to withhold information about convictions (including 'spent' convictions or pending prosecutions) and failure to disclose such convictions could result in dismissal or disciplinary action by the MSG LLP. Any information provided will be completely confidential and considered only in relation to the relevant application.

Pay and benefits

- Generous salary (not utilising NHS pay scale) and current local Guernsey income tax flat rate of 20%
- Opportunity to undertake private practice (with additional remuneration)
- Generous relocation package
- Private health insurance for yourself and your family
- Pension scheme delivered by a long-established local pension specialist (up to 5% matched employer contribution)
- Life assurance scheme
- Income protection scheme
- Medical indemnity insurance cover
- GMC and BMA subscription cover
- Free car parking at both the MSG and PEH
- Wellbeing allowance of £300/annum (towards gym/better commute scheme etc.)
- 35 days per annum annual leave
- 10 days study leave with generous reimbursement package
- Up to 10 days funded 'off island attachment' with opportunities for professional and service development
- Long service award of 3 weeks leave after 7 years

Our Vision, Purpose and Values

Our Vision

Internationally recognised as a centre of excellence for clinical care.
Loved by the Guernsey community.

Our purpose and values

The needs of our patients come first, always.

With the patient at the centre of everything we do, we work as a multi-disciplinary team to relieve illness and improve health, providing the best possible care and experience.

We are committed to patient safety and clinical excellence in all we do.

We invest in our people so that we can achieve together the highest standards of clinical care and the best possible outcomes, justifying the trust our patients place in us.

We work as one team and treat each other with respect.

We value and respect each other, and we follow through on our promises. We create a compassionate environment. We follow the golden rule: treat people as we would like to be treated ourselves.

We value partnership.

We are fully integrated into our local community, and we actively seek opportunities to partner with government, other healthcare providers, patient groups, and businesses to improve healthcare and the quality of our patients' lives.

We focus on the long term.

We invest in the future and in our financial security, using our resources efficiently and always innovating to improve the patient experience. We are committed to sustainability and measure our progress in accordance with the UN Sustainable Development Goals.

Person Specification

	Essential Criteria	Desirable Criteria	Where evaluated
Professional Qualifications	Full registration with the GMC On GMC Specialist Register for Urology or within 6 months of CCT at interview date FRCS or equivalent Eligible to work and reside in the UK	Higher degree	GMC CV
Clinical Experience, Skills and Knowledge	Ability to offer expert clinical opinion on a range of problems both emergency and elective and provide specialist care in urology Ability to take full and independent responsibility for clinical care of patients Ability to integrate care of appropriate patients within tertiary centre and establish personal links	More than 1 years' experience at consultant level Expertise to develop a sub-specialty interest Broad basic general surgical background	CV, interview, references
Quality Improvement, Management and IT	Evidence of participation in quality improvement activities Evidence of commitment to good clinical governance Ability and willingness to work within the contracted performance framework Commitment to administrative and managerial responsibility	Management course or evidence of management structures/processes Knowledge/experience in utilisation of digitalised systems	CV, interview, references

Teaching and Research	Evidence of involvement in education of colleagues Ability to teach clinical skills to nursing staff and medical students	Instructor on recognised course Publications/research activity	CV, interview, references
Personal Qualities	Ability to communicate in written and spoken English Ability to lead, take responsibility and make decisions Commitment to continuing medical education Commitment to developing and improving services Demonstrates empathy and ability to build rapport	Willingness to undertake additional responsibilities	CV, interview, references