

Blackpool Teaching Hospitals NHS Foundation Trust

Locum Consultant Gastroenterologist

Job Description & Person Specification



Job Description

Job title: Locum Consultant Gastroenterologist

Base: Blackpool Teaching Hospitals NHS Foundation Trust

Hours: Full-time (10 PAs) 40hrs

Contract: Fixed Term 12 months - to be reviewed

Responsible to: Head of Department Gastroenterology

Accountable to: Head of Department Gastroenterology /Divisional Director of SACCT

DBS (Criminal Record) Check Level required for role (please tick):

No DBS Required	Standard	Enhanced without Barred list checks	Enhanced with Child only Barred List Check	Enhanced with Adult only Barred List Check	Enhanced with Child and Adult Barred List Check
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Job Overview:

An excellent opportunity has arisen to join our expanding patient centred and supportive Gastroenterology department at Blackpool Teaching Hospitals NHS Foundation Trust. Our hard-working and forward-thinking team are keen to develop the Gastroenterology service and would welcome similar minded candidates to join our department. This is an exciting time to join us with opportunity to support outpatient transformation as part of a blended workforce as we develop our Luminal and Liver services and establish novel outpatient pathways.

Our Gastroenterology service is one of the busiest in the UK – we offer a broad range of diagnostic and therapeutic services for all gastroenterological conditions. Our JAG accredited, performance driven and patient centred Endoscopy unit delivers approximately 15,000 procedures per annum and is a spoke centre for the North-West Endoscopy training academy and is the admin hub for Bowel cancer screening within the Lancashire region.

We can provide you if appropriate with the support to complete your CESR training with experienced supervisors backed by the Trust CESR lead.

About the Trust

Blackpool Teaching Hospitals NHS Foundation Trust is situated on the west coast of Lancashire, with services covering the local authority areas of Blackpool, Fylde and Wyre. The Trust is part of the Lancashire and South Cumbria Integrated Care System (ICS) supporting a population of around 1.6 million people.

We have three main hospitals providing acute services to around 330,000 local residents and employ over 7000 people from 68 different countries.

The organisation provides specialist tertiary care for Cardiac and Haematology services, delivers community health services to over 445,000 residents including those in North Lancashire and hosts the National Artificial Eye Service across England. We also have specialised Cardio-thoracic Surgical and Sleep Medicine services (including polysomnography) and provide urgent and emergency care services to an estimated 18 million people who visit the seaside resort each year.

Duties and Responsibilities

Overview

The successful candidate will together with other colleagues be responsible for providing a specialist Gastroenterology service including outpatient, Endoscopy day-case and inpatient activity together with the provision of diagnostic and therapeutic procedures. This post will support Outpatient transformation and Gastroenterology and Endoscopy recovery and restoration post Covid-19 and help the department to achieve the referral to treatment (RTT) 18-week targets, 2 week wait, 28, 31 and 62 day faster diagnostic standards as part of the cancer waiting times and to reduce long waiting lists.

The post-holder will contribute to outpatient Gastroenterology activity providing outpatient clinics, advice and guidance to General practitioners, triage of referrals through Clinical assessment service and will be responsible for managing their own cohort of outpatient Gastroenterology patients. A commitment to Endoscopy is expected and with appropriate allocation in the job plan the candidate will make an equal contribution to the care of Gastroenterology inpatients and the out-of-hours GI-Bleed endoscopy service which is 1:6 at present with plans to transition to a 1:8 model with further recruitment. The post holder will be required to manage the care of the non-GI related patients who are currently admitted to the Gastroenterology ward, however there are ongoing discussions to reduce our current bed base so as to allow us to focus on the care of Gastroenterology inpatients and provide Gastroenterology in-reach.

Gastroenterology and Endoscopy service

The Department of Gastroenterology is part of the Surgery, Anaesthetics, Critical Care and Theatres (SACCT) Division and physically comprises a Gastroenterology and Endoscopy Unit and a Gastroenterology ward.

Our large JAG accredited Endoscopy unit has 5 Endoscopy procedural rooms with funding secured for expansion of the unit with addition of a 6th Endoscopy procedural room in 2023. Endoscopy recovery and restoration is also being supported through activity at a temporary modular unit run by an insourcing company until May 2024. We are a performance driven and responsive service utilising an Endoscopy performance dashboard to improve and maintain standards. The appointee will assist the Endoscopy unit in providing a high-quality endoscopy service maintaining best practice with reference to standards outlined by the JAG global rating scale (GRS) for endoscopy

We carry out approximately 15,000 endoscopic procedures per annum and are a spoke centre for the North-West Endoscopy training academy and admin hub for Bowel cancer screening within the Lancashire region. We have 7 Clinical Endoscopists, 1 trainee Clinical Endoscopist and have also been successful in securing funding to recruit to an Endoscopy Nurse Consultant post as well. An open access endoscopy service (triaged by Clinical endoscopists) and straight-to-test fast track upper and lower GI endoscopy services are well-established. A wide range of

diagnostic and therapeutic endoscopic procedures are carried out including banding of oesophageal varices, thrombin injection for gastric varices, oesophageal, duodenal and colonic stent insertion, balloon dilatation, colonoscopy and polypectomy, upper and lower GI endoscopic mucosal resection, push enteroscopy, ERCP, EUS and capsule endoscopy. The department has an established EUS service for UGI and HPB (diagnostic including FNA). Single balloon enteroscopy is also performed on an as required basis. We also provide a Nutrition CNS led PEG service and also provide PEXACT (direct puncture gastrostomy) as well as placement of NJ tubes. We have recently secured funding to support a new TNE service which will be delivered in the outpatient clinic setting. We have Olympus 290 series HD equipment.

We offer a consulting service in Gastroenterology with dedicated IBD, Nutrition and Liver clinics. The current Gastroenterology workforce comprises 6.8 WTE Consultants, 3 Specialist Trainees (from the North-West Deanery) and 2 Trust Grade Registrars/Clinical Fellow equivalent. We are also supported by 3 IMT and 2 FY1 doctors who are ward based. Our Gastroenterology Registrars rotate between the existing Gastroenterology Consultants on a 4-monthly basis. Experienced secretarial support is provided to each Consultants on a 2:1 ratio with each secretary further supported by additional Admin support and typists.

We adopt a multidisciplinary team approach for many conditions including upper GI cancer, Inflammatory bowel disease, Liver disease and Nutrition. We have 3 IBD Specialist Nurses, 3 Nutrition Specialist Nurses, 3 Upper GI CNS, 3 Liver Specialist Nurses and 4.5 WTE Alcohol support liaison nurses. We are in the process of recruiting an UGI/Pancreatic/NSS pathway ACP to support these cancer pathways.

The IBD service has undergone recent expansion with 3 WTE IBD Specialist Nurses supported by Admin staff. There is a well-established pathway for access to biologics including Infliximab, Adalimumab, Vedolizumab, Ustekinumab and Tofacitinib, for home administration of Infliximab and access to anti-TNF drug antibody and trough level estimation as well as faecal calprotectin measurements. We have a bi-monthly IBD MDT meeting and actively participate in National IBD related research.

We have a well-established dynamic Nutrition Support Team which includes 3 Nutrition Specialist Nurses, 2 NST Specialist Dieticians, 2 Home Enteral feeding Specialist Dieticians along with an NST Speech and Language Therapist and an NST Pharmacist. Our Nutrition team manage complex nutritional issues, intestinal failure and patients admitted on home parenteral nutrition. The NST team undertake a daily Nutrition ward round, weekly ward round with the Nutrition clinical lead and a weekly Nutrition MDT meeting as well. We have established a monthly NST multidisciplinary clinic where patients with complex nutritional needs are reviewed by the NST Multidisciplinary team. We have established good links with expert colleagues at the Intestinal Failure unit at Salford Royal Hospitals and support blood monitoring for patients under their care on Home parenteral nutrition and have opportunity to participate and present patients at the weekly Intestinal Failure Supra-Regional MDT meeting as well.

The Hepatology service includes nurse led dedicated Fibroscan clinics, stable cirrhosis clinics and a Hepatitis C service. Our Hepatitis C Specialist Nurses manage Hepatitis C patients independently following discussion at the Lancashire and South Cumbria Hepatitis C ODN. They proactively support identification and eradication of Hepatitis C through outreach initiatives into the community and through in-reach into the Emergency Department. We have a busy nurse-led outpatient day-case paracentesis service for resistant ascites and were one of the first units to set up such a service for ascites management. We also monitor and manage patients requiring venesection on the Gastroenterology unit. We have a dedicated 7-day Alcohol liaison service. There are plans in place to expand and reconfigure the Liver services as part of our outpatient transformation strategy.

The department also has a well-established GI physiology service delivered by a GI physiologist offering high resolution manometry and pH testing, urea breath testing, and breath tests to exclude lactose intolerance, small bowel bacterial overgrowth and intestinal methanogenic overgrowth.

The Radiology department also provide strong support with a full range of GI radiological techniques with the new multi-slice and spiral CT and MRI diffusion weighted imaging and a Tesla MRI scanner. We have access to SeHCAT scans and CT Colonography where clinically appropriate.

We have weekly multidisciplinary meetings in Radiology, Upper and Lower GI as well as HPB cancer. We are integrated into a clinical network with Lancashire Teaching Hospitals for UGI Cancer and with East Lancashire Teaching Hospitals and Leeds for HPB services and Liver transplant services respectively. We encourage active participation at our weekly Nutrition MDT meeting, monthly Complex Liver MDT meeting, bi-monthly IBD MDT meeting and bi-monthly Large polyp MDT meeting. In addition, we have a monthly Mortality and Morbidity meeting, monthly GI histopathology meeting as well as a monthly Gastroenterology teaching programme managed by our Gastroenterology Registrars.

The Gastroenterology Senior management team consists of the Gastroenterology Head of Department, Endoscopy and Decontamination Unit manager, Gastroenterology matron and Directorate Manager with additional support provided by an Associate Directorate Manager, Directorate Support Manager along with an Administration Manager and a Booking Manager. We have a weekly SMT meeting, monthly Gastrointestinal Directorate meeting, bi-monthly Gastroenterology Business and Endoscopy user group meetings as well.

CONSULTANTS	
Gastroenterology Consultant Head of Department & Endoscopy Clinical Lead. IBD and Nutrition Clinical Lead.	Dr Rhys Owain Butcher
Gastroenterology Consultant Endoscopy Training lead, Clinical Director L&SC NW Endoscopy Academy. NSS Pathway clinical lead. Therapeutic Endoscopy & ERCP. Bowel cancer screening accredited endoscopist.	Dr Murugesan
Gastroenterology Consultant UGI cancer & Pancreatic RDC lead. EUS lead.	Dr Soo
Gastroenterology Consultant Therapeutic Endoscopy including complex EMR. ERCP. Bowel cancer screening accredited endoscopist.	Dr Hendrickse
Locum Consultant Gastroenterologist	Dr Nizamuddin
Locum Consultant Gastroenterologist	Dr Tirou
CLINICAL ENDOSCOPISTS	
Clinical Endoscopist Gastroscopy, Lower GI endoscopy Capsule Endoscopy. Barrett's oesophagus – Cytosponge. TNE	Lucy Clarkson
Clinical Endoscopist Gastroscopy. Capsule Endoscopy. Barrett's oesophagus – Cytosponge.	Laia Curto-Chulbi
Clinical Endoscopist Gastroscopy, Lower GI endoscopy	Rebecca Fellows
Clinical Endoscopist Gastroscopy, Lower GI endoscopy Endoscopy training.TNE	Siobhan Hyland
Clinical Endoscopist Gastroscopy, Lower GI endoscopy Capsule Endoscopy. Bowel cancer screening accredited endoscopist.	Gary Ingham
Clinical Endoscopist Gastroscopy, Lower GI endoscopy Capsule Endoscopy. LPMDT	Lisa Miller
Clinical Endoscopist Gastroscopy, Lower GI endoscopy Bowel cancer screening accredited endoscopist.	Wanda Yorke
Trainee Clinical Endoscopist	Charlotte Waterhouse

GASTROENTEROLOGY SPECIALIST NURSES	
IBD	Michelle Cummins, Debbie Adshead, Laura Tucker
Nutrition	Chris Brookes, Vicky Fleming & Melissa Peach
UGI	Sarah Nixon, Katie Mather & Lucy Walsh
Liver	Mike Rolland (ANP), Tess Cunningham, Michael Simpkin.
Alcohol	Julie Spencer-Bennett, Julia Gasser, Simon Cook, Olivia Drinkwater, Kyle Wilkinson
GI PHYSIOLOGY	
GI Physiology Glucose hydrogen and methane breath test. Lactose tolerance test. Urea breath test. 24-hour pH test. High resolution oesophageal manometry.	Ashley Eaton
GASTROENTEROLOGY AND ENDOSCOPY MANAGEMENT TEAM	
Gastroenterology HOD & Endoscopy Clinical Lead	Dr Rhys Owain Butcher
Endoscopy and Decontamination Unit Manager	Mrs Lynne Butler
Gastroenterology unit Matron	Mrs Joe Rankine
Gastroenterology Ward Matron	Mrs Victoria Drake
Directorate Manager – General Surgery, Colorectal, Gastroenterology, Nutrition and Bowel Screening	Mrs Lisa Richmond
Associate Directorate Manager	Mrs Emma Frattaroli
Directorate Support Manager	Mrs Tracy Osborne-James
Divisional Director of Surgery, Anesthetics, Critical Care and Theatres	Miss Lynn Douglas

Indicative Job Plan

There is shared care of inpatients under the Gastroenterology team on the Gastroenterology ward with a Consultant currently being ward based for 1 week out of every 6 weeks. The appointee will make an equal contribution to the care of Gastroenterology inpatients and the out-of-hours GI-Bleed endoscopy service which is 1:6 at present with plans to transition to a 1:8 model with further recruitment. All on-call weeks are followed by a post-on-call (POC) week followed by standard normal weeks until the next on-call cycle. Elective activity (outpatient clinics, endoscopy lists) is mainly concentrated in the 5-week period off the ward.

The job plan comprises 10 Programmed activities including allocation for the current on call commitment. Job plans will be formally reviewed within the first 6 months after appointment and agreed according to evidence from actual activity.

Direct clinical care	5.5 PA
Supporting Professional Activities	1.5 PA
Patient Administration	1.5 PA
On-call duties	1.5 PA

Predictable emergency on call (Gastroenterology / GI Bleeding Service) 1.5 DCC. Category A for unpredictable emergency work. This includes a daily ward round on the Gastroenterology ward at weekends when on-call.

Depending upon the suitability of the candidate, the working on-call, POC and standard week may consist of:

ON-CALL WEEK JOB PLAN					
	Monday	Tuesday	Wednesday	Thursday	Friday
AM	WARD	WARD	WARD	WARD	WARD
PM	INPATIENT REFERRALS	ADMIN	INPATIENT REFERRALS	INPATIENT ENDOSCOPY	INPATIENT REFERRALS
POC WEEK JOB PLAN					
	Monday	Tuesday	Wednesday	Thursday	Friday
AM	CAS TRIAGE / A&G	POC CLINIC	INPATIENT ENDOSCOPY	SPA/ADMIN	CAS TRIAGE / A&G
PM	SPA	ADMIN	OFF	POC CLINIC	ENDOSCOPY
STANDARD WEEK JOB PLAN					
AM	ENDOSCOPY	ADMIN	ENDOSCOPY	CLINIC	ADMIN/SPA
PM	CLINIC	FAST-TRACK CLINIC	OFF	SPA	ENDOSCOPY

All consultants will be allocated 1.5 core SPA per week for professional development (CPD), Job Planning, Appraisal, Mandatory Training, attendance at regular team meetings which will have a clinical governance aspect and participating in Audit. Core SPA time will generally be undertaken within the Trust. Any variation from this principle must be discussed, agreed and made clear within the Consultant Job plan.

Additional SPA time will be made available to Consultants on the basis of evidenced need. Such allocation will be agreed and subsequently reviewed by the Consultant and their Head of Department during the Job Plan review session. Additional (non-core) SPA time will be undertaken within the Trust or at other agreed NHS sites or academic institutions during the normal working day.

Additional Programmed Activities may be available subject to negotiation with the Head of Department/Divisional Director. Negotiation for additional PA time will be undertaken if it is anticipated that the appointee will take on significant management / service development roles.

The template for Consultant outpatient clinics is based as a minimum on the RCP template including new, fast track and follow-up patients. However, this is dependent on the experience and clinical requirements in agreement with the post holder. Each patient is allocated 15 minutes in this template. The Gastroenterology Registrars are expected to attend clinic and depending on their experience / ability, this template may increase by up to 50%. The POC week includes hot clinics, triaging of referrals through a formal clinical assessment service (CAS) and allocated time for Advice and guidance for General Practitioners.

Endoscopy list templates consist of 12 units (1 unit = a diagnostic gastroscopy, or flexible sigmoidoscopy, 2 units = colonoscopy, therapeutic procedures = 2-3 units.) Training lists comprise 8 units and are adjusted to trainee requirements. The department facilitates mentoring for new Consultants and we have a well-established track record of supporting new Consultants who wish to consolidate or develop additional Endoscopy related skills.

Teaching

The Trust is a teaching hospital for the University of Liverpool Medical School and the successful candidate may contribute to undergraduate teaching within the sessions allocated to support professional activities.

The Trust also hosts Junior Doctors in training placements in all specialities, working in collaboration with Health Education England North-West (HENW, formerly North-West Deanery). This includes Foundation Doctors, IMT and Specialist Trainees at all levels. There are extensive opportunities for teaching all grades of doctor.

There is an active Health Professionals Education Centre with 24-hour library facilities and a full Simulation suite. Support will be provided to enable suitably qualified candidates to become fully recognised by the GMC as trainers.

Clinical Audit and Research

The appointee will be expected to contribute to the Gastroenterology unit's ongoing programme of clinical audit and participate where appropriate in regional and national audit. We have a well-established annual JAG audit timetable and these audits are presented regularly throughout the year providing opportunity for shared learning.

Clinical Research is embedded within the day-to-day work of Blackpool Teaching Hospitals. There is an expectation to deliver evidenced based care and to also contribute to the evidence base by supporting research studies. This includes NIHR portfolio studies and the opportunity to develop in house studies. Blackpool Teaching Hospitals is an NIHR Patient Recruitment Centre and we encourage active participation in research and the Gastroenterology team have a well-established reputation for active participation in National IBD and Hepatology related research.

Mortality and Business Meetings

The appointee will be expected to attend and contribute to our monthly Gastroenterology Mortality meeting and bi-monthly Gastroenterology business meeting and Endoscopy user group meeting respectively.

Continuing Professional Development

The Trust offers a range of leadership programmes for both new and senior Consultants employed by the Trust and all newly appointed Consultants and Senior SAS doctors will be given the opportunity to enhance their effectiveness in their role.

New appointees will be automatically invited to attend a New Consultant and Senior SAS Doctor Induction programme which takes place over 4 months and includes action learning as well as taught interactive modules. All will be encouraged to access our in-house coaching and mentoring service.

Contractual Commitment

The post holder will have continuing responsibility for patients in his/her care and for the proper functioning of the service and will undertake the administrative duties associated with care of patients and the running of the clinical department.

Blackpool Teaching Hospitals NHS Foundation Trust will be the employer for the appointment and will issue the Contract of Employment.

Appraisal & Mentorship

There must be a commitment to completing revalidation when appropriate as per GMC recommendations as well as completion of annual appraisals.

You will be expected to maintain your CME/CPD in line with college guidelines, and this will be supported by the Trust study leave policy.

We can provide if appropriate support to complete your CESR training with experienced supervisors backed by the Trust CESR lead.

Key Working Relationships

KEY INTERNAL RELATIONSHIPS
SACCT Divisional Director
SACCT Divisional triumvirate Leadership team
Gastroenterology Head of Department
Gastroenterology Senior Management team
Endoscopy and Decontamination Unit Manager
Gastroenterology Unit Matron
Gastroenterology Ward Matron
Directorate Manager – General Surgery, Colorectal, Gastroenterology, Nutrition and Bowel Screening
Gastroenterology Consultant colleagues
Consultant Colleagues within and outwith the SACCT division
Gastroenterology Specialist Nurses
Clinical Endoscopists
Gastroenterology and Endoscopy nursing staff
Endoscopy Booking and reception team
Clinical Administrative Support staff
KEY EXTERNAL RELATIONSHIPS
General practitioners
Lancashire and South Integrated Care Board (ICB)
Health Education North-West

Additional Generic Information

Main Duties and Programmed Activities

Except in emergencies or where otherwise agreed with your clinical manager, you are responsible for fulfilling the duties and responsibilities and undertaking the programmed activities set out in your new Job Plan, as reviewed annually.

Associated Duties

You are responsible for the associated duties set out in schedule 2 of the Terms and Conditions. These include amongst other things a requirement to:

- Collaborate with colleagues in primary and secondary care to implement protocols for the management of patients.
- Keep up to date with the developments in the specialty. It is expected that active consideration will be given to existing technologies in terms of cost effectiveness. In addition, the use of the new techniques where they can be justified clinically will be encouraged. Conforming to “state of the art” advances will ultimately depend on other priorities within the total unit.
- Contribute to post-graduate and continuing medical education. The Trust supports the requirement of CME/CDP as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

Objectives

Agreed personal objectives will form part of individual Job Plans. Objectives will be set out in clear and transparent terms and will be agreed with an individual’s clinical manager. Objectives are not contractually binding in themselves, but each individual has a duty to make all reasonable efforts to achieve them during the respective year.

Responsibility for Junior Staff

The post holder will provide supervision and support for junior staff as detailed above.

Policy and Strategy

The Strategic Agenda

Policies which drive our Agenda include: -

The NHS Plan

The National Service Frameworks (for Coronary Heart Disease, Older People, Diabetes)

National Cancer Plan

National Clinical Guidelines (NICE)

Health Improvement Programmes and Joint Investment Plans

Healthier Nation Targets and Health Outcome Indicators

P.C.T.'s

Health Action Zones

Modernising Health and Social Services

User and Carer Involvement

Improving Working Lives

Trust training and development Strategy

Organisational Excellence

The Trust is actively pursuing a total quality approach through self-assessment. Management structures are designed to ensure that maximum devolution and decision-making rests with the Clinical Directorate Teams.

Health & Safety

The Trust has a comprehensive Health and Safety Policy with corporate policies and procedures at Directorate level. It is the responsibility of each employee to observe these policies.

Risk Management

A comprehensive Risk Management Strategy that includes a 'serious incident' reporting system is in operation. All employees are expected to work within the system.

Clinical Governance

Clinical Governance requires that all clinical staff accept personal responsibility for knowing what constitutes best practice in their field, defining policies to translate this into practice within their own service and measuring the clinical outcomes of the service. The Trust is adopting an approach to Clinical Governance which will draw together its pre-existing self-assessment programme, clinical audit programme, complaints and litigation management, risk management, continuing medical education and clinical leadership.

Processes

This post will facilitate the provision of Gastroenterology care to adult's resident in Blackpool, Wyre and Fylde, and to holiday makers who may attend the hospital.

Job Planning

The job plan comprises of 10 programmed activities. An additional supplement will be payable for on call availability as outlined. Additional Programmed Activities may be available subject to negotiation with the successful candidate.

The appointee and Head of Department/Divisional Director have agreed a prospective job plan that sets out the main duties and responsibilities, a schedule for carrying out the programmed activities, managerial responsibilities, accountability arrangements, objectives and supporting resources.

The job plan will be reviewed annually in line with the provisions in Schedule 3 of the Terms and Conditions. Either may propose amendment of the job plan. The post holder will help ensure through participating in job plan reviews that their job plan meets the criteria set out in the Terms and Conditions and that it contributes to the efficient and effective use of NHS resources.

The Trust has established a medical workforce planning group to ensure that appropriate infrastructure enhancement supports new developments and extensions of clinical services.

Honorary Appointments

There is a recently refurbished Education centre with close links to the University of Liverpool. There is a regular lecture programme and weekly postgraduate meetings.

Consultants may be eligible for appointment as Honorary Teacher or Lecturer with the University of Liverpool, University of Central Lancashire or University of Lancaster. Those who make a substantial contribution in research or undergraduate education are eligible for promotion to Honorary Senior Lecturer, Reader or Professor.

General Requirements and Conditions of Service

- a) Applications from candidates who are unable to work whole time, or who wish to join in a job sharing arrangement will be considered.
- b) A satisfactory medical examination is a condition of employment for 'medical and dental staff' in the National Health Service. Therefore, the successful candidate's appointment will be subjected to medical clearance from the Trust's Occupational health Physician. In relation to Hepatitis B screening and vaccination, it is a requirement of all staff that they should undergo periodic testing and where a post is designated as potentially prone to exposure, be vaccinated.
- c) You 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.

- d) Subject to the provisions of the Terms and Conditions of Service, you are expected to observe agreed policies and procedures, drawn up in consultation with the profession on clinical matters. In particular, where you supervise employees, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary on-call.
- e) All medical and dental staff employed by Trusts are expected to comply with all Health and Safety policies.
- f) When on call, planned daytime duties are not cancelled routinely. However, it is accepted that the emergency ward round following a 24 hrs (or weekend) on duty may reduce your fixed commitments.
- g) By the same token, if urgent cases have taken up a large part of the previous night, it is acknowledged that fixed commitments may not necessarily be fulfilled.
- h) It is appreciated that the programmed activities detailed below can only apply if the medical, nursing and administrative infrastructure is in place, both in terms of quality and quantity. Any variations on the provision of the infrastructure should be brought to the attention of the general manager of the provider unit.
- i) Where involvement in clinical management is accepted by an individual consultant and this involves specified duties, an abatement of clinical sessions will be permitted. It is expected that when management duties are relinquished, the original session(s) will be taken up.
- j) Where the appointee is required to relocate and in agreeing the assistance to be provided, the Trust will have regard to all the individual employee's circumstances, including the need to re-house dependents and the comparability of new and previous accommodation. The Trust will however require employees to repay all or part of the reimbursements and grants paid if they leave the Trust within two years of the appointment which gave rise to the expenses.
- k) The post holder must comply with all relevant policies, procedures and training on infection prevention and control.

Management

There are regular meetings with management, and all consultants are expected to attend and participate in these.

Confidentiality

In the course of your duties, you may have access to confidential information about patients, staff or health service business. On no account must such information be divulged to anyone who is not authorised to receive it. Confidentiality of information must be preserved at all times whether at or away from work. The Trust has in place a 'Whistle blowers Policy' for staff wishing to express concerns. Infection Prevention and Control Infection prevention and control is the responsibility of all Trust staff. All duties relating to the post must be carried out in accordance with the Trust hand hygiene and infection control policies and procedures.

Quality Assurance

Every employee is personally responsible for the quality of the work, which they individually perform. It is their duty to seek to attain the highest standards achievable both individually and collectively within their knowledge, skills and resources available to them in furtherance of the Trust's philosophy of pursuing quality in all its services.

Harassment and Bullying

The Trust condemns all forms of harassment and bullying and is actively seeking to promote a workplace where employees are treated with dignity, respect and without bias.

Equal Opportunities

The Trust actively promotes equality of opportunity for all its employees. (In all the foregoing text any reference to one gender whether direct or implied equally includes the opposite gender unless specifically stated to be otherwise)

Further Information

Interested candidates are encouraged to contact:

Dr Rhys Owain Butcher – Consultant Gastroenterologist & HOD

Email: Rhys.Butcher@nhs.net or 01253 953712

Lisa Richmond – Directorate Manager (Gastroenterology, General Surgery Colorectal)

Email: Lisa.Richmond5@nhs.net or 01253 957710

Person Specification

REQUIREMENTS	ESSENTIAL/ DESIRABLE	ASSESSMENT METHOD
Education and Qualification		
Full registration with the GMC	Essential	Application form / CV / References
CCT or CESR in Gastroenterology and General (internal) Medicine. Entry on the Specialist Register or eligible for inclusion within 6 months of the interview date for the post	Essential	Application form / CV / References
MRCP or equivalent	Essential	Application form / CV
Formal qualification in medical education	Desirable	Application form / CV
Higher degree (eg. MD or PhD)	Desirable	Application form / CV / References & Interview
Experience and Knowledge		
Experience in service development and improvement in Gastroenterology	Desirable	Application form / CV / References & Interview
Experience teaching undergraduates and postgraduates with demonstration of effective teaching skills	Essential	Application form / CV & Interview
Experience in undertaking audits and understanding of the principles of audit and research	Essential	Application form / CV & Interview
Experience in undertaking Gastroenterology related research with publication in peer reviewed journals	Desirable	Application form / CV & Interview
Previous experience of working in the NHS / experience of NHS working practices and systems	Desirable	Application form / CV & Interview
Active participation in British Gastroenterology Society activities and/or membership of sub-speciality organisations such as ECCO, EASL.	Desirable	Application form / CV / References

REQUIREMENTS	ESSENTIAL/ DESIRABLE	ASSESSMENT METHOD
Skills and ability		
Enthusiasm and commitment to Gastroenterology	Essential	Application form / CV / References & Interview
Endoscopy – Gastroscopy and Colonoscopy	Essential	Application form / CV / References & Interview. Endoscopy KPI's
Endoscopy – ERCP and EUS	Desirable	Application form / CV / References & Interview. Endoscopy KPI's
Ability to organise and prioritise workload and to delegate responsibility and supervise staff.	Essential	Application form / CV / References & Interview
Ability to motivate and inspire a multi-disciplinary team and work sensitively within teams and across organisations	Essential	Application form / CV / References & Interview
Leadership skills - ability to take responsibility, show leadership and make decisions. Participation in a management training course.	Essential	Application form / CV / References & Interview
Commitment to CPD and completing revalidation when appropriate as per GMC recommendations as well as completion of annual appraisals.	Essential	Application form / CV / References & Interview
Ability to communicate effectively in English, both oral and written.	Essential	Application form / CV / References & Interview
Good IT skills and ability to use a computer	Essential	Application form / CV / References & Interview
Agreement to live within 15 miles of the Trust or within 30 minutes travel by car. Car owner with full driving licence	Essential	Pre-employment screening