

# Consultant Upper Gastrointestinal Surgeon

## Job Description



Dear Candidate,

Thank you for your interest in this post and for taking the time to read this information pack. We hope that this exciting and rewarding opportunity catches your imagination and you are encouraged to apply.

North Tees and Hartlepool NHS Foundation Trust (NTHFT) is an ambitious organisation with a focus on excellent patient care. Our teams operate across two acute hospital sites, a community hospital in Peterlee and a number of other community-based hubs employing 5,500 staff who provide integrated hospital and community based services.

We have an income of around £360m and serve a population of c.400,000 living within Hartlepool, Stockton-On-Tees, East Durham and surrounding areas including Sedgefield, Easington and Peterlee and wider population for our NHS England commissioned services on bowel, breast and cervical cancer.

Our population experiences significant health inequalities and one of our prime aims is to not only provide the best health care but to raise the health aspirations of the communities we serve. Treating illness is only part of our work.

Patient safety is our absolute, number one priority and is reflected in everything we do. We expect every colleague, clinical or non-clinical, to always put our patients first.

We are an aspiring organisation with a focus on innovation in healthcare, reflecting the ambitions of the NHS Long Term Plan. Working to facilitate care closer to home, with a drive for prevention and control over own health – the Trust is dedicated to collaborative ways of working to drive aspirational outcomes for patients and the wider community at large.

We work in close partnership with a range of local and national organisations for the benefit of our patients. Currently we are developing a hugely ambitious [Clinical Diagnostic Centre](#) in Stockton town centre in partnership with Stockton-On-Tees

Borough Council, North East and North Cumbria Integrated Care System and South Tees Hospitals NHS Foundation Trust.

Staff members enjoy significant benefits such as access to unique NHS discount services (including retail, insurance and travel) and we pride ourselves on our commitment to the health and wellbeing of our colleagues.

We are seen as a valued local health 'voice' and a vocal advocate for our community. Our colleagues are often featured in local and national news stories and, on occasions, even international reporters have shown an interest in our work.

The Trust operates a progressive pathway management model, with the establishment of three care groups focused on: Healthy Lives, Responsive Care and Collaborative Care.

Our vision is to be a consistently high performing and financially sustainable Trust. We are well on the way to achieving this and by joining us now, you can contribute to our continued journey.

**We are looking for people to join us at NTHFT who are aligned with our values: Collaborative Aspirational, Respectful, Empathetic.**

You can learn more about our work on our website <https://www.nth.nhs.uk/> and on our active social media accounts.

Thank you on behalf of the Trust Board for your interest in working for North Tees and Hartlepool NHS Foundation Trust and wish you every success in your application.



**Prof Derek Bell**  
**Chair**



**Stacey Hunter**  
**Group Chief Executive Officer**

## Section 1. General Duties

<b>Job title</b>	Consultant Upper Gastrointestinal Surgeon
<b>Care Group</b>	Collaborative Care
<b>Department</b>	Surgery & Urology
<b>Location of work</b>	<ul style="list-style-type: none"><li>• University Hospital of North Tees</li><li>• University Hospital of Hartlepool</li><li>• Collaborative working with partners at South Tees</li></ul>
<b>Accountable to</b>	Medical Director
<b>Reports to</b>	Clinical Director
<b>Hours of work</b>	10 + PAs
<b>On call commitment</b>	Emergency On Call Rota 1 in 12 allocation
<b>Terms and conditions</b>	Terms and Conditions – Consultants (England)

### 1.0 Job Purpose

The surgical directorate seeks to appoint a new substantive upper Gastrointestinal consultant surgeon to supplement our team of seventeen consultant surgeons who provide emergency and specialist elective general surgery services. The consultant will help to develop the elective Upper GI service provision across the whole of Teesside working collaboratively with colleagues in South Tees under the joint group structure of executives leading the trusts. This post holder will further bolster the significant inroads that have already been achieved in improving the biliary service provided by the Trust. In particular, the post holder will get opportunity to be trained in Laparoscopic Ultrasound and contribute significantly to the anti-reflux surgery pathway.

### 1.1 Duties & responsibilities of the Post

Experience and competence in the full scope of laparoscopic Upper GI surgery is essential. The new consultant will be expected to provide a service for the management of gallbladder and CBD pathology, gastro oesophageal reflux disease and Para oesophageal hernia. JAG accreditation for diagnostic Gastrosocopy is needed upon commencement of the post.

The consultant will be given support to develop an interest in their desired sub-speciality, and preference will be given towards candidates who have a special interest in management of Gastro oesophageal reflux disease and complex gallbladder pathology including CBD exploration.

The Upper GI firm currently does 40-50 anti-reflux surgery and both emergency and elective para oesophageal hernia repair. The post holder will be expected to have the necessary skills and experience of the same and take a lead on this service and further develop and expand the service. He/ she will work collaboratively to be involved in the Upper GI physiology work.

The post holder will be involved in developing the already established pathways for seamless management of Acute cholecystitis, Gallstone induced pancreatitis, day case laparoscopic cholecystectomy etc. University Hospital of Hartlepool has been given an Elective Hub status and the post holder will be expected to develop this for patients with biliary pathology. The Upper GI team already does a significant amount of Laparoscopic CBD explorations and is actively incorporating Laparoscopic Ultrasound into their management pathway. Dual consultant operating for complex surgery will be encouraged.

There is an excellent MDT approach to the management of benign and malignant gastrooesophageal and hepatobiliary diseases at North Tees. In particular, the MDT is supported by an outstanding endoscopy department that offers the full scope of diagnostic and therapeutic services including ERCP, EUS, Stenting, and some novel procedures. There are six full time upper GI consultant surgeons, all of whom have an experienced team working with them. Our MDTs are also attended by gastroenterologists who work very closely within our service. The consultant will be expected to attend MDTs and help to further develop the MDT approach to managing gastrooesophageal and hepatobiliary patients.

The post-holder will participate fully in all elements of the general surgical service, which is organised into the provision of emergency surgical and elective work. The post holder will provide emergency general surgery and be involved in the one in twelve on-call rota, supported by junior medical staff and HENE NTN trainee general surgeons.

The service is delivered across two hospital sites and therefore the post holder will be involved in cross-site working between the University Hospital of Hartlepool and the University Hospital of North Tees. As the joint group structure of North and South Tees continues to evolve so will the delivery of the Teesside bariatric, hepato-biliary, biliary and functional service; the post holder may be required to deliver some clinical activity in South Tees in future and should expect collaboration with South Tees as an integral component of this post. The consultant will be fully involved in the development of these services.

The consultant will initially provide emergency general surgery on-call cover at the University Hospital of North Tees and a range of theatre, endoscopy and outpatient elective sessions on both the University Hospital of North Tees and University Hospital of Hartlepool sites.

The emergency general surgery on-call rota is split into first and second on call, with first on call consultant resident 08:00-18:00 (then available from home within 20 minutes) with registrars and a foundation doctor resident 24 hours, on a 1 in 12 rota with job planned resident emergency activity and a 5% availability supplement for out of hours' emergency work. The second on call consultant works with registrar and core



trainee doctors in emergency theatres during the hours of 8-6 from Monday to Friday, commencing with the emergency theatre briefing meeting at 8am in the emergency department seminar room. On one Saturday in 12 they are also expected to undertake a ward round of all surgical inpatients to assist the emergency first on call team.

## **1.2 Professional supervision and management of junior medical staff**

The consultant will be required to participate in both undergraduate and postgraduate teaching and will be involved in medical audit and helping to deliver clinical research. The Upper GI unit aspires to increase research activity and the delivery of NIHR portfolio clinical trials.

The consultant will contribute to postgraduate and continuing medical education activity locally and, where appropriate, nationally. All consultant medical staff have responsibility for the training and supervision of junior medical staff who work with them and it is expected that time will be devoted to this activity on a regular basis by consultants. If appropriate, consultants are named in the contracts of doctors in training grades as the person responsible for overseeing their training and as the initial source of advice to such doctors on their careers. The consultant will be required to participate in medical audit and to act on the recommendations arising from such audits.

There are opportunities for involvement in appropriate research programs approved by the Trusts' Ethics Committees in accordance with the policies laid down from time to time by the Department of Health, Tees Valley Research Alliance (TVRA) and the Trust.

Collective responsibility is shared with all Upper GI consultants to adequately organize the service with their colleagues and to co-ordinate their individual job planned activities, external commitments and planned leave, in order that the upper GI service operates effectively and efficiently. The consultant will attend the relevant service line management meetings (SLMs) for emergency general surgery and upper GI surgery, and participate in business case developments and service developments as decided by the relevant SLM. The consultant may accept additional management responsibilities including responsibility for lead roles as mutually agreed between the post holder, Clinical Director, Medical Director and the Chief Executive.

The consultant is responsible to the Chief Executive for the reasonable and effective use of Hospital resources and staff.

The remainder of the consultant's professional time will be deployed flexibly on other duties, administration, teaching, research, clinical audit, mandatory training, and attendance at directorate meetings, clinical governance meetings and Morbidity and Mortality meetings. Details of this part of the job plan arrangements are to be agreed with the successful applicant when in post.

In addition, the post holder will be expected to:

- Contribute to the achievement of the Trust's Strategic Objectives, including developing the collaborative services with South Tees under the joint group structure, and developing services within the Teesside Integrated Care System.
- Respect and practice the Trust's People First Values:

Treat all people with compassion, care, courtesy and respect

Respect each person's right to privacy, dignity and individuality

Take time to be helpful

Respond quickly and effectively

Always give clear, concise explanations

Practice good listening skills

Develop and maintain an appropriate environment

Look the part

Deal effectively with difficult situations

Perform as a team

- Actively participate in the annual cycle of appraisal and job planning.
- Undertake mandatory training as directed and maintain compliance above 90%
- Demonstrate commitment to "Improving Working Lives" principles and flexible working patterns, to meet the needs of the service and staff
- Tackle discrimination and harassment, and promote equality and diversity in the workplace
- Reduce sickness absence; work place accidents; and promote zero tolerance on violence against staff. All employees have a general duty of care towards colleagues, patients and the general public and act in accordance with the requirements of the Health and Safety at Work Act 1974 and its associated regulations.

### **1.3 Clinical Governance**

The consultant should be committed to maintaining a high quality of services to patients, with particular regard to high levels of patient safety, by continual development of practise in the light of research evidence and by audit based against relevant standards:

- 'Prevention and control of hospital acquired infection by ensuring close liaison with the Trusts control of infection department'.
- 'Implementation of Trust Risk Management strategy and understand implications of same within the area of work'
- 'Compliance with Blood Transfusion policy to ensure a safe service is provided to patients'
- Be aware of, and comply with, all Trust infection prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene. To undertake annual training/updates in infection prevention and control.
- To be accountable for the implementation of Code of Practice within own department/area of responsibility.
- Prepare for and undertake the protective interventions that he/she/they are responsible for in a manner that is consistent with evidence based practice and maintaining patient safety.

#### **1.4 Job Plan (example, final version to be agreed within 1 month of commencement)**

A formal job plan will be agreed between the appointee and their Clinical Director, on behalf of the Medical Director, before the commencement date of the appointee.

The job plan for the first three months will be based on the example timetable shown below. The job plan for the elective sessions is based upon a twelve week Rota. Three weeks are identified for emergency general surgical commitments, and the remaining nine weeks are for elective commitments. The Directorate is committed to ensuring equitable working conditions for all Consultants.

##### **Provisional Timetable**

The Trust has the required arrangements in place to ensure that all surgeons have an annual appraisal with a trained appraiser and support surgeons through the 5 year GMC revalidation process. The job plan will be a prospective agreement that sets out a Consultant's duties, responsibilities and objectives for the coming year. It should cover all aspects of a Consultant's professional practice (including externally) and provide a clear schedule of commitments, both internal and external. In addition, it should include personal objectives including details of their link to wider service objectives and details of the support required by the Consultant to fulfill the job plan and objectives.

Additional paid sessions over and above job planned work may, at times be required to achieve waiting time targets for colorectal patients.

For whole-time contract



- Direct Clinical Care: 8.5 PAs on average per week (includes direct clinical activity, clinically related activity, predictable and unpredictable emergency work).
- Supporting Professional Activities: 1.5 PAs on average per week (includes CPD, attendance at monthly directorate and clinical governance meetings, monthly M&M meetings, audit, mandatory training, teaching and research).
- Additional responsibilities: 1.0 PA depending on candidate's interest and service requirement.  
Optional in the beginning of the job.

The Trust supports CPD requirement as laid down by GMC and surgical colleges and is committed to provide time and financial support for these activities in accordance with Trust Policy and Procedures and Terms and Conditions.

The following provides provisional scheduling details of the clinical activity and clinically related activity components of the job plan, which occur at regular times in the week. Agreement will be reached between the appointee and their Clinical Director with regard to the scheduling of all other activities, including the Supporting Professional Activities.

#### Example job plan for Consultant Upper GI Surgeon

##### Elective Week 1

	Monday	Tuesday	Wednesday	Thursday	Friday
a.m.		Clinic UHH	Clinic UHNT	DC theatre	Endoscopy
p.m.	Main theatre	MDT	Main theatre	admin	Meeting directorate

\* Extended day 07:30 – 18:30, main theatre

##### Elective Week 2

	Monday	Tuesday	Wednesday	Thursday	Friday
a.m.	admin	Main theatre (dual)	Clinic UHNT	Endoscopy	DC theatre (alt)
p.m.	Clinic UHH	MDT			Meeting governance

\* Extended day 07:30 – 18:30, main theatre North Tees

### Emergency Surgical rota

<b>Cycle 1</b>	<b>Friday</b>	<b>Saturday</b>	<b>Sunday</b>	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>
<b>a.m.</b>	1 <sup>st</sup> on call	1 <sup>st</sup> on call	1 <sup>st</sup> on call	Post take	2 <sup>nd</sup> on call	1 <sup>st</sup> on call	Post take	2 <sup>nd</sup> on call
<b>p.m.</b>	1 <sup>st</sup> on call	1 <sup>st</sup> on call	1 <sup>st</sup> on call	Post take	2 <sup>nd</sup> on call	1 <sup>st</sup> on call	Post take	2 <sup>nd</sup> on call

<b>Cycle 2</b>	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>	<b>Saturday</b>	<b>Sunday</b>
<b>a.m.</b>	1 <sup>st</sup> on call	1 <sup>st</sup> on call	Post take	1 <sup>st</sup> on call	Post take	Post take	Stand by
<b>p.m.</b>	1 <sup>st</sup> on call	1 <sup>st</sup> on call	Post take	1 <sup>st</sup> on call	post take		

<b>Cycle 3</b>	<b>Monday</b>	<b>Tuesday</b>	<b>Wednesday</b>	<b>Thursday</b>	<b>Friday</b>	
<b>a.m.</b>	2 <sup>nd</sup> on call		2 <sup>nd</sup> on call	2 <sup>nd</sup> on call		
<b>p.m.</b>	2 <sup>nd</sup> on call		2 <sup>nd</sup> on call	2 <sup>nd</sup> on call		

Within the calculation for theatre programmed activities there is allocated time for pre and post - operative ward rounds.

The travel time between sites is approximately 30 minutes and it is not expected more than once or twice a week to travel between sites for clinical activities.

### On Call Availability

The emergency surgery commitment is based upon 12 Consultants providing a 1 in 6 rota. (Based on the 1<sup>st</sup> on call requirements). All emergencies are admitted to the University Hospital of North Tees, whereby the Consultant provides with colleagues a dedicated emergency service. (All elective commitments are cancelled when providing the emergency surgical service.) The programmed activity calculation is based upon planned predictable times when the consultant is expected to be in hospital carrying out emergency work as detailed below;

## Weekdays

08:00	Emergency Surgical Meeting – ED Seminar room. Present: Two on-call consultants; anaesthetic representation; nursing representation; theatre representation; Gynaecology representation (if case to be discussed; on-call junior doctors. Emergency surgical coordinator.
To commence after Emergency surgery meeting	Ward round for patients due in theatre Ward round for 1st on call team – admissions / base wards/ EAU for surgical opinion
09:15 – 17:00.	Theatre commences for designated team – UHNT (2 <sup>nd</sup> on call team)
17:00 – 18:00	1 <sup>st</sup> on call team ward round SDU
18:00	Consultant Surgeon 1 <sup>st</sup> on call, on call non-resident over night

## Saturday

08:00	Emergency surgical Meeting – ED Seminar room Present: On-call consultant; anaesthetic representation; nursing representation; theatre representation; Gynaecology representation (if case to be discussed; on-call junior doctors).
To commence after Emergency surgery meeting	1 <sup>st</sup> Consultant on call Ward round for patients due in theatre / SDU admissions Post on call team (2 <sup>Nd</sup> Consultant and Middle Grade ) carries out ward round on base wards commences ward 31
09:30	Theatre commences for 1 <sup>st</sup> on call designated team if required.
17:00 – 19:00	Registrar ward round takes place ( Consultant non-resident on call from 1530)

## Sunday

08:00	Emergency surgical Meeting – ED Seminar room. Present: 1 <sup>st</sup> on-call consultant; anaesthetic representation; nursing representation; theatre representation; Gynaecology representation (if case to be discussed.) 2 <sup>nd</sup> consultant available if required but not in the hospital.
To commence after Emergency	Ward round for patients due in theatre / SDU admissions

surgery meeting	
09:30	Theatre commences for 1 <sup>st</sup> on call designated team if required.
17:00-19:00	Registrar ward round takes place. ( Consultant non-resident on call from 15:30)

## 1.7 Study & Training

The applicant is expected to participate in professional continuing medical education; study leave is provided for this purpose, and the appointee will be entitled to apply to the Medical Director for a contribution to funding of this activity.

There is an active Postgraduate Medical Centre and a well-stocked library.

### Continuing Medical Education

Journal club: There is a weekly colorectal journal club organised before MDT by Dr Etherson. An upper GI journal club could be setup before UGI MDT in future.

Colorectal MDTs: There is a weekly colorectal cancer network MDT from 2-4pm on a Thursday, and from 4-5pm a twice monthly IBD MDT and complex polyp MDT with gastroenterologists, and a monthly pelvic floor service MDT.

Bariatric MDT: There is a weekly Monday multi-disciplinary team meeting with clinicians from both North Tees and South Tees hospitals to discuss bariatric patients referred to the service.

Upper GI MDT: There is a weekly multi-disciplinary team meeting to discuss patients with Upper GI and HPB pathology (Cancer and Benign) on a Tuesday afternoon.

Mortality & Morbidity Meeting: Monthly on the last Friday PM.

Clinical Governance: The Trust has a monthly half day session dedicated to Clinical Governance; an integrated programme is in place for these meetings which includes medical audit.

## **Research**

The Trust has been involved in surgical research studies for over 20 years. Research is an integral part of surgical services and employees are encouraged to be involved. Employees within the department have a good track record for attending and presenting research findings at local, national and international conferences and publishing in peer reviewed journals.

The applicant will be encouraged to undertake ethically approved research and contribute to local and national data collection where necessary. Participation in relevant clinical trials would also be encouraged.

## **Mentoring**

Within the Trust mentoring is encouraged at all levels. New appointees may find this particularly useful when settling into a post with new responsibilities but it can prove a valuable process throughout a career. The post holder will be expected to act as Educational Supervisor for trainees and students, which will involve mentoring skills. There is a Regional Training course in mentoring skills which each new appointee is encouraged to attend, along with opportunities for training in appraisal skills.

## **Office Facilities**

Office accommodation will be provided within the Directorate of Surgery and Urology.

Secretarial support will be provided.

## Section 2 Person Specification

Requirements	Essential	Desirable
<b>Qualifications</b>	<p>Registered medical degree, MB BS or GMC approved equivalent</p> <p>FRCS or equivalent higher surgical training</p> <p>Fully registered with the UK General Medical Council with a current licence to practice</p> <p>Currently entered onto the GMC specialist register or imminent entry onto the GMC specialist register via:</p> <ul style="list-style-type: none"> <li>• CCT – proposed date must be within 6 months of interview-TPD to confirm</li> <li>• CESR-completed (not in progress)</li> </ul>	<p>An additional higher qualification relevant to the specialty</p> <p>MD, PhD or equivalent</p>
<b>Clinical Experience</b>	<p>Fully trained and experienced /competent in the full scope of laparoscopic upper gastrointestinal surgery.</p> <p>Evidence of continuing medical education</p>	<p>Post CCT, AUGIS or RCS accredited Fellowship in upper GI special interest</p> <p>Interest in management of biliary pathology and Gastro oesophageal reflux disease</p> <p>Experience in robotic surgery</p>



<b>Management and Administrative Experience</b>	<p>Knowledge of principles of involvement of medical staff in management</p> <p>Willingness to participate in management duties and activities within the NHS</p> <p>Evidence of having completed the clinical audit loop</p> <p>Understand how health service reforms affect clinical practice</p> <p>Good organisational skills</p>	<p>Willingness to undertake a wider managerial role</p> <p>Management qualification / degree</p> <p>Official committee or council experience working in the Royal College, BMA /defence union, or AUGIS</p>
<b>Teaching Experience</b>	<p>Ability, enthusiasm and willingness to teach and mentor trainees and other staffing groups (nursing, management, undergraduates)</p> <p>Teaching experience</p> <p>Knowledge and experience of Undergraduate Medical Education</p>	<p>Diploma in Medical Education</p> <p>Involvement in running Undergraduate Education Programme. Experience of developing and evaluating innovation in medical education</p>
<b>Research Experience</b>	<p>Evidence of clinical research including publications in peer reviewed journals</p> <p>GCP training certificate</p> <p>NIHR Principle investigator associate principle Investigator program</p>	<p>Research Degree</p> <p>Willingness to undertake further academic activity</p> <p>Experience as a principle investigator (PI) or associate PI working on a NIHR portfolio study</p>

<b>Other Attributes</b>	<p>Good organisational ability and a willingness to be flexible in accordance with the demands of team working.</p> <p>Excellent interpersonal skills in a clinical and non-clinical setting</p> <p>Able to organise and prioritise workload being aware and responsible of own limitation.</p>	<p>Evidence of leadership and team working skills gained outside of academic or clinical practice</p> <p>Eg sports, music or other complex group activities</p>
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### 3.1 Department of Surgery and Urology

The Department of Surgery and Urology provides the complete range of general surgical care with special interests in benign upper gastro-intestinal, bariatric, colorectal, oncoplastic breast, endocrine surgery and urology. Vascular surgery is provided on a Tees wide basis by colleagues from James Cook University Hospital, who provide sessions to the Trust. The Department has six upper GI/bariatric, five breast (of which three also have an interest in endocrine surgery), and six colorectal consultant surgeons. All emergency surgery is performed at University Hospital of North Tees. Day case and inpatient surgery is performed on both sites. The directorate is on a journey to continue to train GI surgeons in robotic assisted surgery having purchased a Da Vinci Xi robot with dual consoles, and to provide a seven day GI robotic surgery elective service.

### 3.2 Upper GI Unit

The Upper GI unit at the University Hospital of North Tees and Hartlepool provides bariatric surgery and all benign Upper GI surgery. We perform nearly 500 gallbladders annually, 40 operations for reflux disease and 80-100 bariatric surgery procedures.

The unit has 6 full-time Consultant Surgeons (2 locums), 1 Teaching Fellow, 2 Trust registrar Doctors, 1 Specialty Registrar and 2 Core trainees. The unit is also supported by 2 Bariatric Specialist Nurses and 1 Upper GI Specialist nurse.

There is an Upper GI MDT every Tuesday PM and a Bariatric MDT every Monday lunch time. Upper GI cancers are referred to James Cook University Hospital Upper GI team for management.

### 3.3 Medical Staff Details

#### Consultant Staff Details

##### Medical Staff in Post

The Consultant Surgeons are as follows:

##### Team

Breast                      Ms R Wilson (to commence August 2024 after sabbatical)  
Mr P Bhaskar

Endocrine & Breast  
Mr V Kurup  
Mr M Dordea (SLM lead)  
Mr D Fung

Colorectal                Dr K Etherson (Clinical Director) Mr A Agarwal  
Mr T Gill (SLM Lead)  
Ms N Maguire  
Mr A Mustafa  
Mr P Abdulhannan  
Ms Ashley Brown (to commence June 2024)

Upper GI                 Mr M Rao (SLM Lead)  
Mr B Gopinath  
Mr I Ahmed  
Mr P Gopalakrishnan (Locum)  
Mr Siddek Isreb  
Mr Manuf Kassem (Locum)  
**This new post to be appointed into**

Urology                  Mr A Bayles (SLM Lead)  
Mr B Chaplin (Shared post with South Tees)  
Mr V Madhukar (Locum)  
Mr A Gaur (Locum)  
Mr A Peedikayil (Locum)

### **The Non Consultant career Grade cover is as follows:**

General Surgery	4 Specialty Doctor and 4 Clinical Fellows
Higher Specialist Training	6 STRs
Urology	3 SAS Doctors
Breast	1 Specialty doctor, 2 SAS doctors
Trainees	CT/F2 – 7, Trust CT doctors - 3, FY1 - 10
Nurse Practitioners.	8 x emergency care practitioners 5 x Colorectal nurse practitioners 2 x bariatric nurse practitioners 3 x urology care practitioners 1 x colorectal surgical care practitioner 1 x breast surgical care practitioner

### **The Consultant and Junior Staff**

The Consultant would be responsible jointly with colleagues for short-listing and interviewing junior medical staff.

### **Facilities at the University Hospital of North Tees**

There are 75 adult surgical beds on dedicated surgical, gynaecology and urology wards and an 8 bed Surgical Decision Unit with 4 ambulatory trolleys for emergency surgical assessment and management. There is support from Elderly Care Physicians for two sessions a week which supports the management of complex elderly surgical and urology patients. Emergency Paediatric surgical patients are cared for on the Children's wards.

### **Facilities at the University Hospital of Hartlepool**

The hospital focuses on joint replacement surgery, Breast surgery and routine elective surgical procedures. Theatre equipment is comprehensive and includes a full range of laparoscopic surgical instruments.

The Elective Care Unit has single sex patient facilities from Orthopaedics, Surgery, Gynaecology and chronic pain patients. The bed base changes throughout the week and flex between 25 -30 beds based upon the elective care throughput.

The unit has 12 level 1 beds which can flex depending upon the elective throughput.

From October 2013 the medical and critical care facilities have centralised on the UHNT site and therefore the directorate, carry out its high risk general surgery on the UHNT site. There is Advanced Nurse Practitioner (ANP) cover out of hours and access to Consultant's from all specialities as part of the directorate's escalation plan.

There is a named Consultant on call 24 hours a day 7 days a week (1<sup>st</sup> on call Consultant at UHNT). During the day time there is a CT1 or CT2 or trust doctor from orthopaedics and a surgical foundation year one covering the elective ward with regular consultant lists running 5 days a week to help if required. ANP and Duty Clinical Practitioners provide the out of hours cover. The surgical consultant on call can be contacted directly by the duty ANP.

### **Key Support Services**

Substantial ITU/HDU facilities are in close proximity to the main operating theatres on the UHNT site.

The radiology service is excellent and comprehensive, incorporating diagnostic ultrasound facilities, MRI, CT scanner and laser imaging. The Breast MRI and Medical Physics facilities are located on the UHH site.

Weekly ward rounds on Surgery are carried out by the Consultants in Elderly Care and a multidisciplinary clinic is established for elderly patients requiring complex surgery to be assessed.



## Section 4 North Tees and Hartlepool NHS Foundation Trust

Serving over 400,000 people across Hartlepool, Stockton, Peterlee and parts of County Durham including Sedgefield and Easington, North Tees and Hartlepool NHS Foundation Trust is an ambitious and hard working care provider.

The Trust has two main hospital sites – University Hospital of North Tees and University Hospital Hartlepool, a community hospital in Peterlee and a number of community hubs across our region to support patients closer to home.

The Trust is firmly focused on the delivery of the ambitions of the NHS Long Term Plan (LTP) and has heavily invested in a model of care to reflect the need to progress aspirant population health.

In 2019 the Trust announced the creation of three care groups – a model of health and care delivery that demonstrated an ambitious approach to challenging health inequalities across the region. The groups are made up of – Healthy Lives (community based), Responsive Care (ward based) and Collaborative Care.

This post reports to the Collaborative Care Group. This is a multi-site ward based team inclusive of elective, theatres, anaesthetics, diagnostics and intensive care.

The care we deliver is in line with our Trust values – collaborative, aspirational, respectful and empathetic. This drives our vision as an organisation to ‘provide the best possible healthcare for everyone within our population’.

The Tees Valley benefits from a ‘coast and country’ landscape. The North Yorkshire Moors are an area of outstanding natural beauty, easily accessible by a robust transport infrastructure. The beaches and coastal landscape is vast and a number of local beaches including Marske-by-the-Sea and Runswick Bay featured in The Times ‘Britain’s Best Beach 2020’. The area also benefits from a network of parks providing accessible walks and play areas in pleasant, convenient settings.

Our region is host to multiple events, such as the Stockton International Riverside Festival (one of the UK’s largest free celebrations of street theatre and dance), Middlesbrough Music Live and in 2023 the Tall Ships race returns to Hartlepool.

Lovers of live music and theatre are well also served with Stockton’s Globe, Billingham Forum and Middlesbrough Town Hall bringing in big name acts on a weekly basis.

Sports fans can enjoy matchday at the Riverside Stadium, the home of Middlesbrough Football Club, and the extensive network of gyms, sports centres and even a white water rafting course means the more active among us are never stuck for anything to do.

If you like to go shopping, there is the Teesside Park retail centre and multiple town centre shops with Yarm High Street being regarded as one the UK’s most pleasant shopping experiences.

House prices are considerably lower in Teesside, with the 2022 UK House Price Index illustrating a Teesside average of just £155,000 as oppose to the national average of

£281,000. All you need to know about the Tees Valley can be found here: [Tees Valley - Anything is Possible \(teesvalley-ca.gov.uk\)](http://teesvalley-ca.gov.uk) The relatively low cost of living in the region are attractive to prospective employees.

The education offer for the region, from cradle to grave is extensive. Teesside University excels in health science and computing, and has a great reputation for forensics. Named as University of the Year 2009-10 (Times Higher Education Awards) – the institution is consistently in the top four in the UK for overall average international student satisfaction.

Our website includes more information about our local area, housing and attractions <https://www.nth.nhs.uk/>

## **Section 5      Conditions of Employment**

### **The appointee will be employed on terms based on the nationally agreed Terms and Conditions of Service for Consultants (England) 2003.**

The Trust requires the successful candidate to have and maintain full registration with the General Medical Council and to fulfil the duties and responsibilities of a doctor as set down by the General Medical Council.

If a Consultant undertakes private practice then they must offer 1 additional programmed activity per week to the Trust (11 PAs in total) and adhere to the code of conduct for private practice.

The current salary scale for the post is (YC72) is £88,364-119,133 per annum, on the basis of a whole time (10 PA) contract.

Annual leave is accrued as per terms and conditions.

All appointments are subject to satisfactory Occupational Health Clearance being obtained. All medical personnel are required to participate in the hepatitis 'B'.

Certificate of the Ionising Radiation Techniques must be produced or obtained.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are "spent" under the provision of the Act, and in the event of employing any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

With the Terms of DHSS Circular (HC) (88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders or cautions. The Trust is committed to carefully screening all applicants who will work with children and you will be expected to undertake a 'disclosure' check.



## Section 6    General Requirements

Demonstrate commitment to IWL principles and flexible working patterns, to meet the needs of the service and staff

Tackle discrimination and harassment, and promote equality and diversity in the workplace

Reduce sickness absence; work place accidents; and promote zero tolerance on violence against staff

Take responsibility for personal development and education and the development of a Personal Development Plan.

### 1. Communications and Working Relations

The post-holder must treat colleagues in a manner that conveys respect for the abilities of each other and a willingness to work as a team.

Support the Making Every Contact Count approach to behaviour change in the promotion of health and wellbeing of individuals and communities <https://www.meccgateway.co.uk/nenc>

### 2. Policies and Procedures

All duties and responsibilities must be undertaken in compliance with the Trust's Policies and Procedures. The post-holder must familiarise the ways in which to raise a concern to the Trust E.g. Speaking Up Policy (RM 36) in order that these can be brought to the Trust's attention immediately.

### 3. Health and Safety

The post-holder must be aware of the responsibilities placed upon themselves under the Health & Safety at Work Act (1974), subsequent legislation and Trust Policies; to maintain safe working practice and safe working environments for themselves, colleagues and service users.

### 4. No Smoking

All Health Service premises are considered as non-smoking zones; the post-holder must familiarise themselves with the Trust's Smoke Free Policy (EF12)

### 5. Confidentiality

All personnel working for, on behalf of or within the NHS are bound by a legal duty of confidentiality (Common Law Duty of Confidentiality). The post-holder must not disclose either during or after the

termination of their contract, any information of a confidential nature relating to the Trust, its staff, its patients or third party, which may have been obtained in the course of their employment.

## **6. Equal Opportunities**

The Trust believes that equality of opportunity and diversity is vital to its success and an essential prerequisite to the achievement of its goals in delivering seamless, high quality, safe healthcare for all, which is appropriate and responsive to meeting the diverse needs of individuals. In working towards achieving our goals, it is important that staff and users of our service are treated equitably, with dignity

and respect, and are involved and considered in every aspect of practice and changes affecting their employment or health care within the Trust.

## **7. Infection Control**

The post-holder will ensure that (s)he follows the Trust's hospital infection prevention and control (HIC) policies and procedures to protect patients, staff and visitors from healthcare-associated infections. He or she will ensure that (s)he performs the correct hand hygiene procedures (as described in HIC 14), when carrying out clinical duties. He or she will use aseptic technique and personal protective equipment in accordance with Trust policies. All staff must challenge non-compliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

Be aware of, and comply with, all Trust infection prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene. To undertake annual training/updates in infection prevention and control.

To be accountable for implementation of *The Health and Social Care Act 2008 Code of Practice on the Prevention and Control of Healthcare Associated Infections and related guidance (2015)*.

Prepare for and undertake the protective interventions that he/she is responsible for in a manner that is consistent with evidence based practice and maintaining patient safety.

## **8. Safeguarding Children and Adults**

The Trust takes its statutory responsibilities to safeguard and promote the welfare of children and adults very seriously. The Board of Directors expects all staff will identify with their manager their own responsibilities appropriate to their role in line with statute and guidance. This will include accessing safeguarding training and may include seeking advice, support and supervision from the trust safeguarding children or safeguarding adult teams. Where individuals and managers are unclear of those responsibilities they are expected to seek advice from the safeguarding teams.

## **9. Disclosure and Barring Service**

This post is deemed to require a Disclosure Check – Enhanced Level with the DBS. This is due to the fact the post has access to children or vulnerable adults. Further information on the Disclosure Service is available from [www.disclosure.gov.uk](http://www.disclosure.gov.uk)



The successful applicant will be required to reside within ten road miles or 30 minutes of the principle hospital base, unless specific approval to reside outside of this is given by the Trust.

Relocation expenses are payable to new employees required to move their home in accordance with Trust policy for Assistance with Relocation Expenses.

Trusts are committed to the promotion of equal opportunities both as an employer and in the services provided. All employees of the North Tees and Hartlepool NHS Foundation Trust and all applicants for employment will have equality of opportunity for employment and advancement on the basis of their ability, qualifications and fitness for work. The Trust is committed not only to the letter of the law but also to the promotion of equality of opportunity in all fields.

Applicants who are unable, for personal reasons, to work full time will be eligible to be considered for the post. If appointed, modification of the job content will be discussed on a personal basis in consultation with consultant colleagues.

Applications to be submitted via the trac recruitment system.

Applications is Sunday 5<sup>th</sup> May 2024 midnight and interview date will be 31<sup>st</sup> May 2024 - AM. A 10 minute presentation will be required to be delivered by shortlisted candidates o the panel, on topic relevant to this post. The title will be confirmed at shortlisting.

**Visits/informal discussion**

Mr M Rao, Consultant Upper Gastrointestinal Surgeon, Upper GI Lead, University Hospital of North Tees, Hardwick, Stockton-On-Tees, TS19 8PE, Telephone 01642383290, Milind.rao2@nhs.net

Travel and subsistence expenses will be reimbursed for preliminary visits only to those candidates selected for interview. Reimbursement is restricted to one such visit whether it is before or after the constitution of the short list. In the case of the candidate travelling from abroad, travelling expenses are normally payable only from point of entry into the United Kingdom.

**Please note:** Expenses of short-listed candidates will be reimbursed at rates equivalent to those listed in the Terms and Conditions of Service for Hospital Medical and Dental Staff.

**Commented [EK(S1):** Upper GI team to discuss and agree advert date and close 2 weeks later. Interview within a further 2weeks. We need to advertise before 31<sup>st</sup> March to secure continued funding, preferably appoint before then but if you prefer to wait for April interview for trainee who CCT in October that is fine as long as advert is approved and out. Team to decide on dates and SMT will arrange a panel once decision is fed back. Also decid eon the presentation topic please, preferably to do with the Teesside integrated care system....happy to discuss. Thanks Kev

Any candidate wishing to arrange a visit to the Trust and/or informal discussion about the post should contact:

Dr K Etherson, Clinical Director, Surgery and Urology, University Hospital of North Tees, Hardwick, Stockton-On-Tees, TS19 8PE, Telephone 01642 383136, kevin.etherson1@nhs.net

travelling from abroad, travelling expenses are normally payable only from point of entry into the United Kingdom.

### The Senior Doctor Compact

The Senior Doctor Compact recognises the key role that is played in the Trust by its senior staff.

It expresses the expectation of behaviours both of the Trust and of the Senior Doctors themselves. These behaviours are seen as being vital not only at a personal and professional level but also in delivering the vision and aims of the organisation.

#### **Our vision is simple:**

*We will provide the best health care within our population.*

We know that just doing what we've always done will not meet the needs of the population. We constantly need to review and transform.

We all need to better manage the health of the population so that in 20-30 years' time our community will be healthier, fitter and less reliant on hospital services in the future, to prevent ourselves becoming our patients.

At North Tees and Hartlepool NHS Foundation Trust we consider every colleague a leader in their own right and we expect to see strong, compassionate leadership from all.

To achieve our vision, we will:

- Focus on groups who need our support in society
- Deliver interventions across an integrated health and care system
- Manage the health of our population
- Demonstrate strong and effective collaboration, and trust
- Improve and integrate our services
- Deliver services that are clinically effective, quality, safe and good value for money
- Promote innovation and inclusivity
- Maintain financial stability



## **Our Mission statement is:**

*North Tees and Hartlepool NHS Foundation Trust will become*

- *the healthcare provider of choice by -*
- *by putting patients first*
- *delivering efficient, safe and reliable hospital services,*
- *enabling excellence, encouraging innovation, embracing learning, knowledge and change.*

## **Our Values**

**C Collaboration**

**A Aspirational**

**R Respect**

**E Empathy**

## **Our Direction**

- ***putting our population first***
- ***valuing people***
- ***transforming our services***
- ***health and wellbeing***

## **Our People First Values**

*Healthcare is a people business, we therefore place great emphasis on; patients, public and staff who are all key to what we do. This is recognized in our People First values and new employee compact, both of which were developed in partnership with our staff.*

*We are committed to our People First Values and ask our staff to respect and practice these values in their working lives.*

## **Our People First Values expect that we will:**

- *treat all people with compassion, care, courtesy and respect*

- *respect each person's right to privacy, dignity and individuality*
- *take time to be helpful*
- *respond quickly and effectively*
- *always give clear, concise explanations*
- *practice good listening skills*
- *develop and maintain an appropriate environment*
- *look the part*
- *deal effectively with difficult situations*
- *perform as a team*

### The Consultant Compact

<b>The Trust's commitments</b>	<b>The Consultants' commitments</b>
<b>Delivering excellent healthcare</b> Expect and promote the highest levels of performance and behaviour	Consistently practice high quality care Exhibit a professional approach at all times
<b>Putting patients first</b> Positively ensure patient safety Provide services giving easy access to seamless care	Positively ensure patient safety Understand and provide what is of value to our patients and treat them with dignity and respect
<b>A people business</b> Expect acceptable behaviour  Protect staff from intolerance and abuse	Develop and work in teams focussed on the patient Behave with civility  Live our People First Values
<b>A good place to work</b> Encourage a healthy balance between work and home  Provide a safe and cheerful environment	Show respect and support for colleagues throughout the organisation
<b>Innovation &amp; Change</b> Foster an environment of continual improvement	Embrace innovation and participate in necessary changes in service and practice

Provide resources for development and modernisation	Show flexibility and look for ways to improve
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<b>Education &amp; Training</b>  Show commitment to our staff by providing professional and general training. Ensure the opportunity to receive education and training	Remain up-to-date and familiar with best professional practice  Encourage and support learning in all members of our teams Promote multi-professional learning Undertake mandatory training in important areas beyond immediate professional topics Undertake annual appraisal and personal development
<b>Leadership</b>  Direct the organisation with clarity, consistency and transparency Develop leaders within our organisation Clearly and concisely communicate important issues	Act as a role model to the team and junior colleagues  Demonstrate commitment to the organisation Clearly and concisely communicate important issues
<b>Efficient organisation</b>  Consistently look for value in serving our patients Eliminate wasteful processes	Define and implement standard efficient processes

Signature .....

Name .....

Date .....