

SHAPE YOUR STORY

Recruitment Information Pack



WeCare



Our Vision

To be a high-performing group of NHS hospitals, renowned for excellence and innovation, providing safe and compassionate care to our patients in east London and beyond.



WeCare about our ambition for excellence

Our WeCare values shape everything that we do, every single day. They are visible in every interaction we have with each other, our patients, their families and our partners.

WeCare about everything from the appointment letters our patients receive, to the state of our facilities when they walk through the door, to the care and compassion they receive when they are discharged. WeCare that the people who join our trust will hold the same values as we do, so our values are embedded within our recruitment and selection processes. WeCare that you feel valued working here, so our values also guide our training and development and performance and talent management. WeCare about working with suppliers that live and breathe our values too.

We have come a long way on our journey to delivering safe and compassionate care. By embracing these values as the way we behave around here, we will achieve our ambition for excellence.

Value	Key behaviours
W WELCOMING	<ul style="list-style-type: none"> Introduce yourself by saying "Hello, my name is ..." Smile and acknowledge the other person(s) presence Treat others as you would wish others to treat you Ensure the environment is safe and pleasant for our patients, our colleagues and our visitors
E ENGAGING	<ul style="list-style-type: none"> Get involved in making improvements and bring others with you Encourage feedback from patients and colleagues and respond to it Acknowledge efforts and successes; say thank you Use feedback to make improvements, and empower colleagues to do this without needing to seek permission Appreciate that this may be a new experience for patients and colleagues; help them to become comfortable
C COLLABORATIVE	<ul style="list-style-type: none"> Give time and energy to developing relationships within and outside own team Demonstrate pride in Team Barts Health Respect and utilise the expertise of colleagues Know your own and others' part in the plan
A ACCOUNTABLE	<ul style="list-style-type: none"> Always strive for the highest possible standard Fulfil all commitments made to colleagues, supervisors, patients and customers Take personal responsibility for tough decisions and see efforts through to completion Admit mistakes, misjudgements, or errors; immediately inform others when unable to meet a commitment; don't be afraid to speak up to do the right thing Do not pretend to have all the answers; actively seek out those who can help
R RESPECTFUL	<ul style="list-style-type: none"> Be helpful, courteous and patient Remain calm, measured and balanced in challenging situations Show sensitivity to others' needs and be aware of your own impact Encourage others to talk openly and share their concerns
E EQUITABLE	<ul style="list-style-type: none"> Value the perspectives and contributions of all and ensure that all backgrounds are respected Recognise that individuals may have different strengths and needs, and that different cultures may impact on how people think and behave. Be curious to find out Work to enact policies, procedures and processes fairly Be open to change and encourage open, honest conversation that helps foster an inclusive work and learning environment Remember that we all have conscious and unconscious bias; get to know what yours are, and work to mitigate them



About Barts Health

Our group of hospitals provide a huge range of clinical services to people in east London and beyond.

We operate from four major hospital sites (The Royal London, St Bartholomew's, Whipps Cross and Newham) and a number of community locations, including Mile End hospital. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need.

Whipps Cross in Leytonstone is a large general hospital with a range of local services. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. Mile End hospital is a shared facility in Mile End for a range of inpatient, rehabilitation, mental health and community services. The Royal London in Whitechapel is a major teaching hospital providing local and specialist services in state-of-the-art facilities. And St Bartholomew's in the City, London's oldest hospital, is a regional and national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for three London boroughs, Tower Hamlets, Waltham Forest and Newham, we have the largest cardiovascular centre in the UK, the second largest cancer centre in London, an internationally-renowned trauma team, and the home of the London Air Ambulance.

We're also proud to be part of UCLPartners, Europe's largest and strongest academic health science partnership. The objective of UCLPartners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.



Job Particulars

Job Title	Specialist Doctor – Benign Colorectal and General Surgery
Clinical Academic Group:	Surgery & Cancer Division
Pay Band	MC70- Specialist Pay Scale
Location	Whipps Cross Hospital and Royal London Hospital
Reports to	Clinical Lead
Responsible to	Clinical Director
Hours per week	Full time

THE DEPARTMENT OF GENERAL SURGERY AT WHIPPS CROSS

The Colorectal unit is currently served by five substantive consultants and one locum consultant. The General Surgery Unit has 4 further consultants with sub-specialist interest in Paediatric Surgery, Vascular, Endocrine and Upper GI.

STAFFING

Firm A	Specialty
Mr S.Andreani	Colorectal
Ms F.Taylor	
Mr P. Giordano	
Mr M. Machesney	
Mr J. Davies	
Mr A.Hotouras (Locum)	
Vacancy (This post)	

Firm B	Specialty
Mr S. Brearley	Vascular, General & Paediatric
Mr J. Crinnion	Vascular, General, Thyroid

Firm C	Specialty
A. Rohatgi	Upper GI & Laparoscopic
J.Joseph	Locum UGI Consultant

Training Grades	Non-Training Grades
7 Specialist Registrars	4 Clinical Fellows- ST3+
4 Core Trainees	4 Clinical Fellows- ST1/ST2
2 FY2 Doctors	1 Education Academy Fellow
8 Pre-Registration House Officers (FY1)	3 FY1 Doctors



DEPARMTENTAL AND ADMINISTRATION SUPPORT

There are 6.6 whole time equivalents providing secretarial and administrative support to the General Surgery department. There is office space provided for the successful candidate to share with their colleagues with computer access, kitchen and toilet facilities.

JOB SUMMARY

- To contribute to the delivery of clinical services mainly within the department of Colorectal and General Surgery at Whipps Cross Hospital (Barts Health NHS Trust) and Royal London Hospital (Pelvic Floor Unit).
- To undertake such administrative, managerial and other duties as are reasonably expected of a senior member of clinical staff.

MAIN DUTIES AND RESPONSIBILITIES

The post-holder is required to have and maintain full registration with the General Medical Council. Medical Staff are advised to continue membership of one of the medical defence organisations.

- To share the running of the Barts Health General Surgery (colorectal) Service at WXH and Pelvic floor Unit at RLH including in-patient and out-patient practice
- To undertake weekly outpatient clinics, respond to GP advice and guidance requests, operating sessions and pre/post-operative ward rounds and pelvic floor MDT.
- To be the Junior Doctor rota Lead, working closely with management to ensure efficient and effectively use of resources to meet operational performance targets, whilst ensuring rota's are compliant
- To participate fully as a member of the benign multi-disciplinary team in the Colorectal surgical specialty (Pelvic Floor)
- To assist in the development and evaluation of new procedures and keep appropriate records of data obtained, in accordance with the requirements of the ethics committee and the data protection act.
- To help developing the emergency surgery department as required
- Carry out commitments at any of the Barts Health Hospital site
- To assist and lead on Junior Doctor rota's alongside operational team

Specific Responsibilities

The post holder is required to undertake outpatient clinics, theatre lists, respond to advice and guidance GP requests, conduct ward rounds and be lead for junior doctor rota's according to service requirements within a maximum of 10PA's.



The post holder should be able to work autonomously within the department's policies and according to the department's regular practice as established by the consultant body.

Newly appointed Specialist Doctors will be supported by a mentor within the colorectal team, this will be dependent on the skills and experience of the individual doctor and the case mix they are dealing with.

A full time post holder who does not undertake on call would work to a 10PA job plan.

Below is a sample job plan of a full time post holder. This job plan will be flexible in the first instance in order to cover the department on a full time basis and will run on an 8 weeks rota. This will be subject to review and a formal job planning meeting after 3 months. The job description is not intended to be exhaustive and it is likely that duties may be altered from time to time in the light of changing circumstances and after consultation with the postholder.

The post holder would be a valuable and equal part of this department with an allocated clinical workload.

Sample Job Plan

DCC 8.5 PAs (including admin)
SPA 1.5 SPA

Day and Session	Frequency	Hospital	Description	Category	PAs
Monday 0900-1100	Weekly	WXH	SPA	SPA	0.5
Monday 1300-1700	Weekly	WXH	Advice & Guidance (A&G)	DCC	1
Tuesday 0800-1200	Weekly	WXH	Pelvic Floor MDT	DCC	1
Tuesday 1400-1700	Weekly	WXH/RLH	OPD	DCC	1
Wednesday 8.00 – 12.00	Weekly	WXH	Admin (flexible)	DCC	1
Wednesday 1400-1700	Weekly	WXH	SPA	DCC	1
Thursday 0900-1200	Weekly	WXH	OPD	DCC	1
Thursday 1400-1700	Weekly	WXH	OPD	DCC	1
Friday 0800-1700	Weekly	WXH	Theatre	DCC	2.5
Total					10

On-call commitments

There are no on-call commitments



GENERAL DUTIES OF SAS STAFF

SAS staff will be mainly independent however close collaboration with Consultants is required:

- SAS staff in collaboration with Consultants will have a continuing responsibility for the care of patients in their charge and for the proper functioning of their departments.
- SAS staff in collaboration with Consultants will undertake administrative duties associated with the care of their patients and the running of their clinics or department. All senior staff are expected to assume responsibility both singly and corporately for the management of the Junior Medical Staff. In particular, they are expected to be responsible for approving and monitoring junior staff rotas and junior staff locum arrangements, where appropriate.
- The successful applicant will be expected to participate fully in the surgical audit arrangements for the division.
- SAS Staff are also expected to concern themselves with the professional development of all trainees.
- SAS staff have a responsibility to contribute to the teaching and assessment of undergraduates and of junior doctors. Whipps Cross University Hospital has recently been given the status of Associate University Hospital.

MANAGEMENT

The department is committed to the continued improvement of the service and the SAS Staff will therefore be fully involved in service planning and development issues and will be expected to take an active role in the management of the service.

The SAS advocate for the Trust is Kaushik Rakshit.

SUPPORT TO JUNIOR DOCTORS

Consultants and SAS staff are responsible for the supervision of the work of their junior staff, who act on the delegated authority of the consultant. It is the consultant's responsibility to ensure that junior staff receive appropriate induction to the department and its work on taking up post, that training objectives are set and monitored, and that regular feedback on performance is provided. The appointee may, from time to time, be asked to assume the role of educational supervisor for one or more trainees and be responsible for their appraisal.

ADMINISTRATION

Whipps Cross Hospital is committed to the greater involvement of consultants and SAS staff in its strategic planning and decision-making. The appointee will be expected to participate in departmental meetings, to represent the department or Trust as appropriate on committees and to engage in dialogue with purchasers as necessary. The appointee will be expected to show initiative and leadership in developing the services for which he or she is responsible.

The appointee, assisted by his or her secretary and junior staff, will be expected to answer queries from patients, general practitioners and colleagues, to respond to complaints, to keep



up appropriate correspondence, to be involved in the appointment of junior staff and to co-ordinate arrangements for annual and study leave.

TEACHING

The post holder will be expected to share with colleagues in the teaching of medical students, junior medical staff and other staff groups.

CONTINUING MEDICAL EDUCATION

The appointee will be expected to develop and maintain a programme of personal continuing education in accordance with the recommendations of the surgical Royal Colleges. Study leave will be made available for this purpose in accordance with the Terms and Conditions of Service.

RESEARCH

The appointee will be expected to continue with research interests developed previously. Research is also encouraged in the department and is expected as part of our departments education programme.

TERMS AND CONDITIONS

In accordance with National Health Service Hospital Medical and Dental Staff and Doctors in Public Health Medicine and the Community Health Service (England and Wales): Specialty Doctor terms and conditions of service. These apply nationally but may be modified from time to time by either national or local agreement.

Salary and progression for successful appointments is per the most recent version of the Medical & Dental Terms and Conditions of Service for Specialty Doctors (England), 2021.

The post attracts a London Weighing Allowance.

The successful candidate will be required to live no more than 10 miles by road or 30 minutes drive from the main unit, unless the Trust determines that residence at a greater distance is acceptable.

Annual Leave and Study Leave should be booked via the Clinical Director, whilst also ensuring other affected parties are advised. A minimum of six weeks notice must be provided, to allow alternative arrangements or the cancellation of clinical activity. Annual leave should be requested via the Clinical Director and Medical Rota-Coordinator.

GENERAL REQUIREMENTS/INFORMATION

Because of the nature of the work of this post it is exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act, 1974 (Exemption Order, 1975). Applicants are, therefore, not entitled to withhold information about convictions including those which for other



purposes are “spent” under the provision of the Act. In the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust.

The post holder must at all times carry out his/her duties with due regard to the Trust’s Equal Opportunities Policies.

The Trust operates a No Smoking Policy.

HEALTH AND SAFETY PROCEDURES

The Trust takes health and safety most seriously. The appointee will be expected to attend a Health and Safety awareness session. In addition it remains the responsibility of all staff to be conversant with up to date Health and Safety procedures and policies and work to ensure that these are adhered to at all times.

CONFLICT OF INTEREST

All applicants to any post within the Trust are required to declare any involvement directly with any firm, company or organisation that has a contract with the Trust. Failure to declare such an involvement may result in an application being rejected or if discovered after appointment that such information has been withheld then this may lead to dismissal.

The appointed consultant will inform his or her Clinical Director of any regular commitments in respect of Private Professional Services or Fee Paying Services. This information will include the planned location, timing and broad type of work involved. The consultant will disclose this information at least annually as part of the Job Plan Review. The consultant will provide information in advance about any significant changes to this information. (Paragraphs 3 & 4, Schedule 9)

DATA PROTECTION

In accordance with the Data Protection Act (1998), the Trust is authorised if required to do so, to obtain, process and or use information held on a computer in a fair and lawful way. The Trust is authorised to hold data only for the specific registered purpose and not to use or disclose it in any way incompatible with such purpose. They are further authorised to disclose data to authorised organisations as instructed.

RADIATION/IONIZING PROTECTION

Under the Ionizing Radiation Regulation Act, (1988) the Trust is required to maintain a register of all persons in its employment who, as part of their clinical duties, are required to clinically or physically direct a medical examination or procedure involving the use of Ionizing radiation. Such persons must demonstrate to the Trust that they have received “Core of Knowledge” training in the safe use of ionising radiation, before their name can be entered on the register. Because the Trust has an obligation to ensure compliance with these training requirements, any person who fails to register with the Trust having received proper notification to do so, and who subsequently clinically or physically performs an examination or procedure using Ionizing radiation, can be prosecuted under these regulations. It will be an essential requirement for the successful candidate to be in possession of an IRMER (Ionising Radiations Medical Exposures Regulations) 2000 Certificate.



PERSON SPECIFICATION

REQUIREMENTS	ESSENTIAL FOR THE POST	DESIRABLE FOR THE POST	METHOD OF ASSESSMENT
Qualifications	<ul style="list-style-type: none"> MB BS, or equivalent 	<ul style="list-style-type: none"> Higher degree e.g. MS/MD/PhD MRCS or equivalent 	
Knowledge	<ul style="list-style-type: none"> Widespread broad based knowledge of all aspects of General & Colorectal Surgery Evidence of subspecialty knowledge of Colorectal. Evidence of participation in projects 	<ul style="list-style-type: none"> Evidence of team working 	
Training Expected	<ul style="list-style-type: none"> Minimum of 12 years medical experience of which 6 years are within General Surgery & Colorectal at SAS grades or equivalent Evidence of subspecialist training and/or experience and independent competency in benign coloproctology Experience in advanced coloproctology: EPSIT, FILAC, SILAC, VAAFT Experience in pelvic floor surgery Experience in training undergraduates and postgraduates 	<ul style="list-style-type: none"> Evidence of formal educational training qualification 	
Management/Audit Experience	<ul style="list-style-type: none"> Able to provide evidence of clinical audit and demonstrate understanding 	<ul style="list-style-type: none"> Evidence of innovative approaches to healthcare 	



	of impact and challenges this brings <ul style="list-style-type: none"> • Ability to demonstrate knowledge and awareness of current and future NHS challenges and strategy • Ability to support team members in business planning via collaboration and discussion 	<ul style="list-style-type: none"> • Experience of audit management 	
Academic Achievements	<ul style="list-style-type: none"> • Ability to demonstrate personal experience of clinical research and describe and discuss finding and impact • Experience of research, presentations to learned societies on topics related to surgery • Ability to apply research outcomes to clinical /surgical problems 	<ul style="list-style-type: none"> • Publications in peer reviewed medical journals 	
Research			
Publications			

FURTHER INFORMATION

For further information or to arrange a visit to the department please contact:

Miss Fiona Taylor (Clinical Lead for General Surgery)
 Email: Fiona.Taylor34@nhs.net

Mr Stefano Andreani (Clinical Lead for General Surgery)
 Email: Stefanomichele.andreani@nhs.net

NHS Manager's Code of Conduct

As an NHS manager, you are expected to follow the code of conduct for NHS managers (October 2002). www.nhsemployers.org/

Safeguarding adults and children

Employees must be aware of the responsibilities placed on them to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager, consultant (October 2002). www.nmc-uk.org/

