

# **APPOINTMENT OF A CONSULTANT IN BARIATRIC AND UPPER GI SURGERY**

## **JOB DESCRIPTION**



**SEPTEMBER 2020**



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care for the communities we serve

## **INTRODUCTION**

This is an opportunity to join our unit in a full time post in the Department of General and Upper Gastrointestinal/Bariatric Surgery at The Shrewsbury and Telford Hospital NHS Trust, a designated, preferred provider of Bariatric Services. This is a new post.

## **THE POST**

This is a full time appointment as a consultant general and upper gastrointestinal/bariatric surgeon. Work for the Shrewsbury and Telford Hospitals NHS Trust is to be delivered at two hospital sites; Royal Shrewsbury Hospital (RSH) and The Princess Royal Hospital (PRH). This position offers 10 PAs with the offer of an addition PA.

RSH houses the majority of surgical activity including all elective surgery and emergency adult surgical admissions. The PRH site has no general surgical inpatient beds. The surgical directorate delivers endoscopy and outpatient clinics on this site. Travel time between sites is accounted for in job planning for both elective and emergency commitments. Your on-call colleagues will provide cover to your patients when you are off-site.

The main duties of this post include both Elective and Emergency responsibilities:

### **Elective**

- To work with existing Upper GI/Bariatric Surgeons and Obesity Physicians to provide care on a team-based approach
- To collaborate with General Surgeons to achieve the 18 week referral to treatment targets for both general and specialist workload
- To undertake complex laparoscopic Bariatric procedures including revision surgery
- To provide elective benign Upper GI Surgery including biliary surgery and antireflux surgery
- To provide Upper GI endoscopy
- To provide training in Upper Gastrointestinal and Bariatric Surgery for trainees
- To contribute to the continued development of a first class Bariatric service within the West Midlands.
- To participate in postgraduate teaching
- To participate in audit, clinical governance and regular appraisal
- To participate in the Upper GI Cancer multidisciplinary team supporting the West Midlands Cancer Network

### **Emergency**

- To participate in a General Surgical On-call Rota
- To deliver surgical management of common, non-specialised emergency conditions in children.
- To provide cover to Colleagues who are off site.



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## **THE TRUST**

The Trust is making progress with plans to reconfigure both hospital sites to develop a Planned Care Site and an Emergency Site. This clinically led process will result in significant investment and redesign of services across the Trust.

The Trust supports the requirements for continuing professional development (CPD) as laid down by the GMC and surgical colleges and is committed to providing time and financial support for these activities.

The Trust has the required arrangements in place to ensure that all surgeons have an annual appraisal with a trained appraiser and supports surgeons going through the revalidation process.

The Trust will provide support from non-medical personnel (e.g. Surgical Care Practitioners, Pharmacy Technicians, administrative staff, specialist nurses, etc.) shared equally between all Consultants in the Department.

The Trust will provide the successful applicant with access to a mentor in house or in a local scheme as necessary.

## **THE DEPARTMENT**

SATH provides surgical obesity services for adults with obesity in accordance with NICE guidelines. Surgical procedures include gastric banding, gastric bypass, sleeve gastrectomy and complex revision surgery.

The Bariatric/Obesity Multidisciplinary Team at present comprises –

- 4 Bariatric Surgeons Mr Rink  
Mr Riera-Portell  
Mr Jain  
Mr Kirby
- 2 Associate Specialists Mr Adjepong  
Mr Pattar
- 1 Bariatric Physician Dr Ashby
- 4 Anaesthetists Dr Sykes, Dr Shawkat, Dr Law, Dr Mowatt
- 2 Radiologists Dr Manns, Dr Jones
- 1 Clinical Nurse Specialist
- 2 Senior Specialist Dieticians
- 1 Psychologist (PT/T)
- 4 SpRs
- 2 CT2
- 3 FY1s



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### **OTHER ACUTE SURGICAL SERVICES**

You will share the on call duties with 10 colorectal colleagues on a 1:16 rota. In addition there is a separate vascular rota with 5 colleagues, and 4 breast colleagues who are not on the on call rota.

### **PROPOSED JOB PLAN**

Your job plan is anticipated to contain 10 Programmed Activities per week (but there is scope for negotiating other PA work) on average to be carried out on SATH sites and 1 PA for on-call commitment giving a total of 11 PA's.

The proposed job plan is an outline programme and you will be expected to discuss and agree a detailed job plan, including your personal and professional objectives with the Surgical Centre Chief and Clinical Lead, within three months of your start date.

	AM	PM
Monday		Admin
Tuesday	Upper GI MDT	Outpatients RSH
Wednesday	Outpatients PRH	Endoscopy
Thursday		
Friday	Theatres RSH	Theatres RSH

### **Direct Clinical Care**

7.5 PAS on average per week (*clinical activity, clinically related activity*)

### **Supporting Professional Activities**

2.5 PA on average per week (*includes CPD, audit, Teaching, research*)

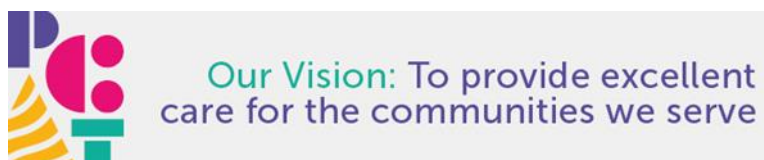
### **On Call Commitment**

There will be a requirement to take part in a 1:16 on call rota for acute general surgical emergencies at Royal Shrewsbury Hospital.

Elective commitments are cancelled during this period.

The on call is fully supported: 1 ST, 1 CT and 1 FY level doctors also form part of the on call team 24 hours. There is a ward cover FY out of hours. There is a dedicated fully staffed theatre (CEPOD) for emergency operating available at all times. There is an ST level doctor assigned to this theatre in the working week.

On call requires on site input on Saturday and Sunday mornings and at other times as necessary. The on call is delivered in one or three day blocks of non-resident cover. The on call surgeon is responsible



for making a ward round the morning following an on call. The CEPOD operating is separately covered with an additional rota on weekdays.

In addition there is a 1:16 commitment to daytime only non-resident on call at The Princess Royal Hospital to support gynaecology inpatients and paediatric emergency surgical patients (there is a separate urological service also supporting this). Attendance for morning review of paediatric general surgical emergency referrals is necessary. It is anticipated that with reconfiguration of services that this role will disappear as paediatric/gynaecology and adult acute services will share the same location.

### **TRANSFORMING CARE INSTITUTE**

If you want to be part of a team, dedicated to giving patients the very best care then come and join the team of Consultants and Doctors at The Shrewsbury and Telford Hospital NHS Trust.

Our team of highly motivated Consultants and Doctors span a vast range of specialties. You will work within a well-supported and multi-disciplined team, ensuring you reach your full potential. Our hospitals are forward looking and well equipped, providing you with the very best environment to work in.

We have been building the foundations of a better future through our work with Virginia Mason and our own transforming care institute (TCI). We have introduced a leadership academy with more opportunities for development so all our leaders support, coach and perform at the highest levels, celebrate the hard work of our staff and recognise the wonderful improvements that are being made each and every day. This is a vital stepping stone to ensure we are equipped for our better future and realising our vision of providing the safest and kindest care for our patients. Leadership is about supporting teams to be the best they can be. As we move forward together it is vital all our teams understand their important role in delivering this brighter future for everyone.

### **EDUCATIONAL ACTIVITIES**

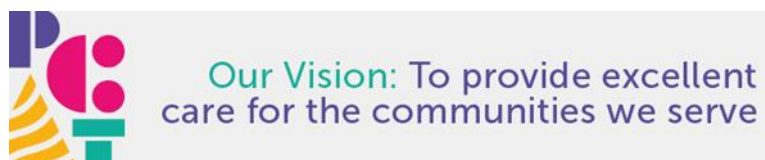
Postgraduate activities are based in the Education Centre at the Princess Royal Hospital, which has a Medical library, a lecture theatre and a number of seminar rooms and in the Shropshire Education Conference Centre (SECC) at The Royal Shrewsbury Hospital. Regular Clinical presentations and Clinical audit meetings are held and there is a busy programme of activities for General Practitioners and Hospital Staff.

### **OFFICE AND SECRETARIAL SUPPORT**

You will have an office with a full range of facilities including desktop PC. You will be supported by a full time secretary, and additional administrative.

### **RESEARCH**

It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest you may have, particularly if trainee members of the Department could be incorporated in the methodological and practical stages.



## **AUDIT**

Great importance is placed upon audit within the Shrewsbury and Telford Hospital NHS Trust and you will be expected to contribute to this as part of your role; the Trust has a fully staffed Audit Department at both Hospitals with extremely well-organised teams.

## **APPRAISAL, REVALIDATION AND MENTORSHIP**

The Trust has the required arrangements in place, as laid down by the Royal College of Surgeons, to ensure that all Doctors have an annual appraisal with a trained appraiser and supports all Doctors going through the revalidation process.

The Trust supports the Royal College of Surgeons guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.

A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust in, as agreed with the LNC (for example, the approval and funding of study leave).

An annual job plan review at individual and departmental level is being introduced. You will be expected to participate in this exercise.

We will require to register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti revalidation system; we will complete this as soon as possible upon your commencement with the Trust.

The Trust also supports the requirements for continuing professional development as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

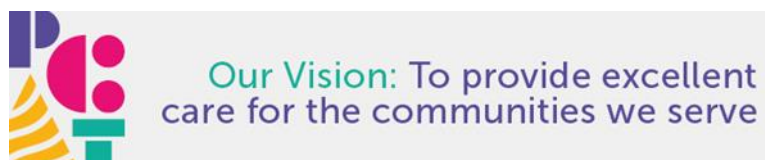
## **TERMS AND CONDITIONS OF SERVICE**

The appointment is full-time / part-time and the successful candidate will be appointed on the Terms & Conditions Consultants (England) 2003.

Salary Scale (MC72): £82,096 - £110,683 per annum for 10 Programmed Activities (as of February 2020).

The post holder:

- Will be in possession of a recognised medical / dental qualification and full registration with the General Medical Council and continue hold a licence to practise.
- Is advised to be a member of a recognised medical defence society or be suitably insured. Trust insurance does not cover work undertaken outside the Trust other than caring for patients and work of the Trust.



- Will be expected to make sure that there are adequate arrangements for hospital staff involved in patient care to be able to contact him / her when necessary.
- Will be expected to reside within 30 minutes or 10 miles by road of the base hospital whilst on call.
- Will not be permitted to commence employment until a full medical examination has been completed with a satisfactory result or the Occupational Health Physician has satisfied himself that a full examination is not necessary. The completion of a satisfactory health questionnaire is a condition of employment.
- Will not be permitted to commence employment until full clearance has been received from the Disclosure Barring Service.

The Trust operates a no smoking policy.

The Trust values its diverse workforce and is committed to taking all necessary steps to ensure that individuals are treated equally and fairly and to taking positive action to promote equal opportunities.

### **ACCOMMODATION**

The Trust offers single residential accommodation for medical staff depending on availability. The Trust only provides single accommodation so private rental would need to be arranged for family accommodation.

### **OTHER FACILITIES**

There is an active Doctors Mess run by the Junior Doctors Mess Committee which organise social events, parties, outings etc. There are on-site fitness centres (a membership fee is payable) available to all members of staff.

### **STAFF BENEFITS**

There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.

### **VISITING**

Appointments to visit the Trust should be arranged with Mr James Rink (Clinical Director for GI Services) or Mr George Kirby (Clinical Lead Upper-GI & Bariatric surgery) on extension 2417.

## STATEMENTS

### Health & Safety

As an employee of the Trust you have a responsibility to:

- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- Not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

### Infection Prevention and Control

The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:

- ensure that your work methods are compliant with the Trust's agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff; and
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- Challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

### Information Governance

The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust's Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust's Disciplinary Procedure.

- **Confidentiality and Security** - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to ensure that all confidential information is held securely at all times, both on and off site.
- **Disclosure of Information** - The unauthorised use or disclosure of information relating to the Trust's activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust's employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this





information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.

- **Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust's recording, monitoring, validation and improvement schemes and processes.

### **Professional Standards and Performance Review**

As an employee of the Trust you have a responsibility to:

- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
- Participate in the Trust's appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

### **Safeguarding Children and Vulnerable Adults**

- We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust's procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.
- As an employee of the Trust you have a responsibility to ensure that:
  - You are familiar with and adhere to the Trust's Safeguarding Children procedures and guidelines.
  - You attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

### **Social Responsibility**

The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.



## PERSON SPECIFICATION

**Post: Consultant Bariatric/Upper GI Surgeon**

**Job Ref No: 223-MC459**

	ESSENTIAL
<b>QUALIFICATIONS</b>	<ul style="list-style-type: none"> <li>• FRCS or equivalent qualification</li> <li>• Full GMC Registration with a Licence to Practice</li> <li>• GMC Specialist Registration in General Surgery or be eligible for entry onto the Specialist Register within 6 months of obtaining CCT at time of interview,</li> <li>• CESR or European Community Rights</li> </ul>
<b>CLINICAL EXPERIENCE</b>	<ul style="list-style-type: none"> <li>• Evidence of commitment to Clinical Audit and Research</li> <li>• Expertise in the assessment and management of bariatric patients including the full portfolio of bariatric procedures</li> <li>• Expertise in the assessment and management of benign upper GI conditions including biliary surgery and anti-reflux surgery.</li> <li>• Ability to manage the acute general surgery take</li> </ul>
<b>TEACHING AND RESEARCH</b>	<ul style="list-style-type: none"> <li>• Ability to teach clinical skills, teach and lecture on speciality</li> <li>• Ability to apply research outcomes to clinical problems</li> </ul>
<b>DISPOSITION</b>	<ul style="list-style-type: none"> <li>• Recognised ability to work within and provide leadership in the MDT</li> <li>• Caring attitude to patients</li> <li>• Effective verbal and written communication skills</li> <li>• Effective people management and influencing skills</li> <li>• Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies</li> <li>• Commitment to continuing professional development.</li> <li>• Commitment to clinical risk management and implementation of Clinical Governance</li> </ul>
<b>PERSONAL CIRCUMSTANCES</b>	<ul style="list-style-type: none"> <li>• Must live within 10 miles or 30 minute drive of hospital where provides out of hours cover</li> </ul>

Completed By:

Mr J Rink

Created on:

September 2020



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