

APPOINTMENT OF A LOCUM CONSULTANT GASTROENTEROLOGIST

JOB DESCRIPTION

June 2021



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care for the communities we serve

INTRODUCTION

We are looking to appoint a Locum Consultant Gastroenterologist to join our existing team. The Department of Gastroenterology provides a service to the county of Shropshire and Mid Wales and currently consists of 10 Consultant Gastroenterologists and 1 Consultant Hepatologists working within a single management structure across both hospital sites.

This post is for 6 months with a possibility of extending to 12 months.

The service currently has consultant bases and outpatient services (clinics and Endoscopy Units) at both hospital sites, but has a single inpatient bed-base at the Royal Shrewsbury Hospital. In January 2019, plans for single Emergency Department and Critical Care Facilities at the Royal Shrewsbury Hospital were approved by the Joint Committee of Shropshire and Telford and Wrekin Clinical Commissioning Groups.

We are looking for an enthusiastic and highly skilled individual to join us. The post will attract 10 PAs. If suitable applicants were interested, this post could be filled on the basis of part-time, flexible working or job -share appointments. Sub specialty interest will be encouraged where this contributes to and complements the department and Trusts' service needs.

THE POST

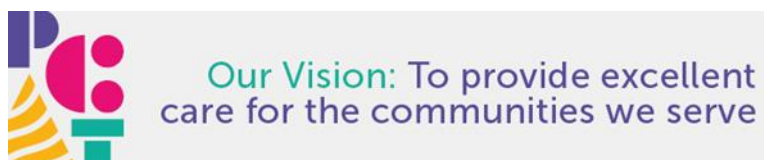
You will rotate with our other consultant Gastroenterologists and Hepatologists to perform a Consultant of the week once every 10 weeks at The Royal Shrewsbury Hospital (subject to this appointment). During these single weeks, you will carry out no elective activity and work on a single site. Instead, you will cover the Gastroenterology ward and outliers (typically 5 daily consultant ward rounds; Monday to Friday), currently 25G and 25CR (outliers) at Royal Shrewsbury Hospital (RSH). Total in-patient load is less than 30 patients. In addition, you will provide AMU-in-reach, undertake urgent inpatient endoscopy, discuss with relatives and review inpatient referrals. Please see illustrative timetable below.

You will also rotate with our other consultant Gastroenterologists and Hepatologist to perform a Consultant of the Day at the Princess Royal Hospital. Currently this is 5 weekdays in a 10 week period. At present, during these days you will perform the AMU in-reach, and review inpatient referrals.

When rotated off the ward, the ward round sessions will be replaced with Endoscopy lists and clinics. The Gastroenterologists have no Acute Medical commitment apart from on-going in-patient care of patients transferred to the Gastroenterology and outlier wards. These patients are predominantly Gastroenterological and will have been seen by, and have had treatment and a management plans initiated by the admitting Consultant on the post take ward round.

Consultants participate in a 1:10 Gastroenterology on-call rota across both sites. This is primarily for the management of severe Upper GI Haemorrhage but may also be for urgent advice on the management of other Gastroenterology and Hepatology conditions. When on-call at the weekend, the Consultant will visit and review Gastroenterology in-patients as required.

Across the 2 sites, there are three Specialist trainees on the West Midlands Gastroenterology / GIM rotation, one Trust grade SpR, two IMT (year 1 or 2) doctors, one Trust grade SHO, one Physicians Assistant (PA) and one FY1. You will be expected to supervise Junior Doctors and PAs.



Additional information about the post

The post holder will have full-time secretarial support with an adequately equipped office that will include a computer with access to Trust IT facilities.

There is a Medical Audit department that supports Audit in the Trust. National audits are prioritised and in-house audits are prioritised for support according to demand and relative need.

There is an expectation that the post holder will engage in continuing Professional Development. The post holder will be supported to obtain the relevant amount of continuing Professional Development that is recommended for Revalidation and this will include a mix of in house CPD within SPA allocation as well as study leave.

The post holder will be supported to revalidate with a well-organised appraisal system and access to revalidation/appraisal database/portfolio.

A typical clinic for an established consultant will have approximately 18 slots (one new patient = 2 slots, 1 follow up = 1 slot) but this will be dependent on experience and will may altered if needed to reflect. A newly appointed consultant will have 14 slots (dependent on experience and may altered if needed to reflect) and this will be reviewed after 6 months and a plan made with a view to moving towards the departmental standard of 18 slots. Timescale and exact number will depend on the individual consultant's experience and take into account case mix.

Gastroenterologists currently take part in an on call rota. As the national requirements for 7 day services develop then weekend working may involve more time with consequent reduction in PAs/days programmed in the week (a form of time of in lieu).

The post holder will be allocated a mentor.

THE DEPARTMENT

Currently, 11 substantive consultants provide Gastroenterology and Hepatology services. The current team have Special Interests in hepatology, advanced therapeutic endoscopy, inflammatory bowel disease, nutrition and education. We are a JAG approved centre to run Basic Skills Colonoscopy courses and TTT courses and are aiming to run upper GI courses in the near future.

You will be expected to complement and enhance the current service. The Consultants are supported by Specialist Nurses in Endoscopy, Inflammatory Bowel Disease, Nutrition, and Upper GI cancer, Viral Hepatology, Chronic Liver Disease, GI Physiology and Bowel Cancer Screening. We carry out high resolution oesophageal manometry, 24hr impedance and 24 pH studies and in addition, we offer the BRAVO capsule (96hr pH telemetry service for selected patients).

There is a close working liaison with the Upper and Lower GI Specialist Surgical teams.

Gastroenterology and Hepatology Senior Staff

Dr J M Bateman

Dr J R Butterworth



Dr E Harrison
Dr C Hunt
Dr I Ishtiaq
Dr J I W Jones
Dr D G Maxton
Dr M Mahgoub
Dr M S H Smith
Dr U Thalheimer, Consultant Hepatologist
Dr G A Townson

Senior Sister K Butterworth, Endoscopy Sister
Senior Sister T McCarthy, Endoscopy Sister
S Harnden, Advanced Nurse Practitioner in Endoscopy

Additional Endoscopy support is provided by eight Colorectal Surgeons, four Upper Gastrointestinal Surgeons and six Nurse Endoscopists.

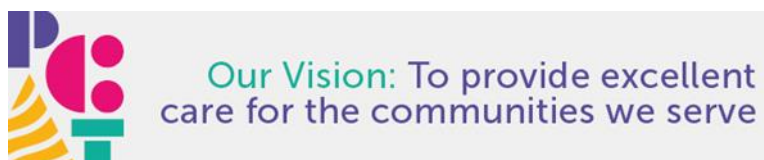
OUR SERVICES

There are modern three room Endoscopy suites on both sites with plans to increase the unit at The Royal Shrewsbury to five rooms (one with capabilities for GA lists) within the next 12 months. There are X-ray screening facilities (image intensifiers) in both Departments. Olympus equipment is used, and over 14,000 procedures per year are performed. The following services are provided:

- Diagnostic and Therapeutic Upper GI Endoscopy
- Flexible Sigmoidoscopy/Colonoscopy including “large polyp” service (EMR/ESD)
- ERCP
- Endoscopic Ultrasound
- Capsule Endoscopy
- Fibroscan
- Bowel scope and Bowel Cancer Screening
- Day-case paracentesis

NURSE LED SERVICES

- Upper GI Cancer Clinical Nurse Specialists
- Breath Tests
- Oesophageal Motility & 24 Hour PH Measurement
- Anal physiology
- Fibroscan
- Hep C Clinic
- Paracentesis
- Nutrition
- IBD Clinical Nurse Specialists
- Bowel Cancer Screening (Bowel Scope)



- Biologic infusion service

PROPOSED JOB PLAN

- EXAMPLE **Please note timings may vary depending on individual and Trust requirements**

(Off ward)

	AM	PM
MONDAY	List (1 PA)	Clinic (1 PA)
TUESDAY	SPA (1 PA)	Clinical Admin 0.5 PA
WEDNESDAY	Clinic (1PA)	SPA (1PA)
THURSDAY	SPA 0.5 PA Clinical Admin 0.5 PA	
FRIDAY	List (1PA)	Clinic (1PA)

Consultant of the Day - PRH

	AM	PM
Example Weekday	AMU in – reach followed by 2/3 rd DCC – list or clinic (1PA)	PRH Referrals/ endoscopy (1 PA) Emergency

	AM	PM
MONDAY	Ward Round (1 PA)	In patient referrals 1 PA and seeing relatives
TUESDAY	Ward Round (1 PA)	In patient referrals (1 PA) and seeing relatives
WEDNESDAY	Ward Round (1 PA)	In patient referrals (1 PA) and seeing relatives
THURSDAY	Ward Round (1 PA)	In patient referrals (1 PA) and seeing relatives
FRIDAY	Ward Round (1 PA)	In patient referrals (1 PA) and seeing relatives



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Direct Clinical Care

7.5 PAs on average per week

(Clinical activity, clinically related activity, predictable and unpredictable emergency work)

1 PA on average per week

(On-call duties –)

Clinic templates are for 3.5 hours to allow 0.5 hours for additional clinic related admin (phone calls, time to admit from clinic) within the 1 PA allocated

Supporting Professional Activities

2.5 PAs on average per week

1.5 of these will be to support appraisal and revalidation. The remaining are to be directed at Trust priorities and might include educational supervision, lead roles, and other activities to be reviewed annually as part of the job planning process. SPA time sufficient for quality assurance activities will be provided. Consultants may carry out a maximum of one SPA session off site at a time suited to their individual timetable and in keeping with the requirements of the activities. Direct Clinical Care PA time will be sufficient to deal with the clinical admin generated by inpatient, outpatient and endoscopic activity.

Out of Hours Activity

There will be a requirement to take part in an on call rota primarily for GI bleeds with a frequency of approximately 1 in 10. Week end on call will require on site input on Saturday and Sunday mornings, as well as an on call from home to advise on other Gastroenterological cases.

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.



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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 staff supporting the existing Cardiologists.

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 Physicians, 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 Physicians 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).

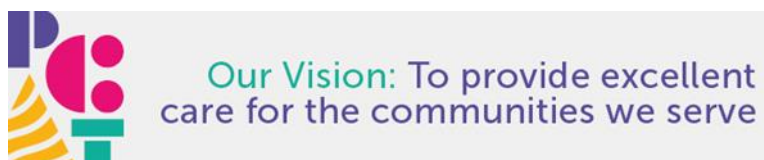
An annual job plan review at individual and departmental level is being introduced. You will be expected to participate in this exercise.

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 (MC73): £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.



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VISITING

Candidates interested in this post are encouraged to discuss the Job Description further and to visit the department. Please contact Dr Elizabeth Harrison, Clinical Lead and Consultant Gastroenterologist and Dr John Jones Deputy Medical Director and Consultant Gastroenterologist

Dr John Jones	01743 261604 john.jones1@nhs.net
Dr Elizabeth Harrison	01743 261000 ext 1480 elizabeth.harrison8@nhs.net

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

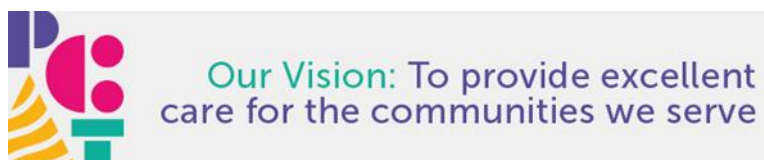
The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:

- 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.

