



JOB DESCRIPTION

LAPAROSCOPIC BARIATRIC FELLOWSHIP

October 2020

**JOB DESCRIPTION FOR
POST CCT FELLOW IN BARIATRIC SURGERY**

Title:	Laparoscopic Bariatric Fellow
Nature of Appointment:	Full Time
No. of Sessions:	40 Hours per week and 1:12 on call
Responsible To:	Fellowship Lead
Accountable To:	Clinical Lead and Clinical Director
Employing Authority:	Shrewsbury and Telford Hospitals NHS Trust

ORGANISATIONAL VALUES:

The post holder will:

- **Put patients first** - consider the patient's needs and wishes in all that they do
- **Take pride in what they do** – strive for highest standards on own work and challenge colleagues to do the same
- **Strive to be the best** – in terms of patient care & teamwork
- **Act with integrity** - maintain the privacy & dignity of patients, work with integrity and be trustworthy, be accountable for own work
- **Respect others** – patients, visitors and colleagues. Actively give and receive feedback.



Department Information

The Bariatric Unit is based at the Royal Shrewsbury Hospital, with some additional outpatient clinics carried out at Princess Royal Hospital, Telford.

The Bariatric team includes:

Consultant Bariatric Surgeons:	Mr Rajesh Jain Mr George Kirby Mr Manel Riera Mr James Rink
Consultant Bariatric Physician	Dr Helen Ashby
Dietician:	Miss Haley Giang Miss Camilla Roche
Mental Health Dietician:	Miss Viv Love
Bariatric Nurse Specialists:	Sr Bryony Price Sr Nicky Cork

Description of Post

This appointment is a peri CCT Fellowship in Bariatric Surgery and is fully accredited by the Royal College of Surgeons of England as a Senior Clinical Fellowship in General Surgery.

This is a non-training grade post but has been specifically designed for Surgeons who have already completed their training or are near completion.

The successful candidate will be able to expand his/her Bariatric clinical and surgical skills. It is expected that this fellowship will prepare the individual to start as a day one Consultant.

Applicants must have the third part FRCS or equivalent, and hold or be about to complete their CCT. The post is for six months in the first instance, but may be extended for a further 6 months by mutual agreement.

The principal role of the post holder will be to develop his/her clinical and operative skills. It is envisaged that there will be at least 2 full days of theatre experience per week. There will be exposure to Bariatric endoscopy and outpatient clinics. Participation in ward rounds will be expected. In addition, there will be an on-call commitment, which is currently a 1:12 full shift.



The Fellow will be encouraged to attend regular theatre lists with the Consultant Bariatric Surgeons. A learning agreement will be decided between the Fellow and the supervising Consultant. The Fellow will have the opportunity to learn the principles and operative techniques, acquire his/her learning curve and ultimately achieve the standard necessary to practice independently.

The unit has a high-volume case including laparoscopic Roux-en-Y gastric bypass, sleeve gastrectomy, mini gastric bypass, gastric band, endoscopic gastric balloon and revisional operations.

There is also a well-established tier 3 service, led by our Consultant Bariatric Physician and supported by other allied healthcare professionals. The unit holds monthly MDT meetings.

All the Consultant Bariatric Surgeons have extensive laparoscopic practice with approximately 200 bariatric procedures per year. The unit already has experience in the training of senior upper GI trainees within the West Midlands Deanery. The Fellow will be expected to attend theatre lists specifically to gain experience in laparoscopic bariatric procedures.

The unit also provides exposure to other areas of upper GI surgery which may be of interest to the fellow, including complex hiatal hernia repair, surgery for achalasia, laparoscopic CBD exploration and laparoscopic splenectomy for haematological disorders.

Should the Fellow have an interest in incorporating any of these areas in their scope of practice, he/she will have the full support of the Consultants. This will further enable and assist with progression onto a consultant post.

The training will be overseen by the Fellowship Lead, and delivered by the whole consultant body, all of whom have a keen interest in training. The Educational Supervisor will monitor the training experience of both the Fellow and the ST trainees to ensure optimum case allocation and training experience for all. It is expected that the fellow will adopt a flexible approach to the training opportunities available in order to maximise the experience available to them. In previous years it has been clear that the volume of caseload allows a mutually beneficial experience for the Fellow and STs alike.



Main place of employment:

The post will be based Royal Shrewsbury Hospital. However, it is a requirement of the employment that the Fellow is prepared to work at any additional or different location owned or served by the Trust, either on an on-going or temporary basis according to the demands of the service.

Job Summary

The post is available for 6 months with extension for a further 6 months by mutual agreement.

The post is Fully Accredited by the Royal College of Surgeons of England and as such completion will result in the award of a Fellowship from the Royal College. With this accreditation comes the guarantee and expectation that the training will be of the highest standard and enable the appointed Fellow to attain advanced skills, required for subsequent Consultant appointments.

All working patterns are under continuous review in line with the New Deal regulations.

Study leave may be granted at the discretion of the Educational Supervisor/Clinical Director. The Department is active in audit, and you will be actively involved as part of your training. There are monthly half-day pan trust clinical Governance sessions, at which different departments are encouraged to undertake audit on common topics.

The Fellow will be able to obtain advice and training in subjects including: management principles and skills, communication skills, computer skills and writing papers.

Successful applicants will work with the admitting general surgical on-call teams, providing support both in the A&E Department, where appropriate, and on the wards. A full on-call commitment of one in twelve with prospective cover resident on call will be required. In line with our commitment to improving the working lives of our junior doctors, the duties and the hours of the new posts will be fully compliant with the EWTD and New Deal.

All working patterns are under continuous review in line with New Deal guidelines.

Duties and responsibilities:

Clinical:

The postholder will, together with colleagues, be responsible for the provision of bariatric services to the Shrewsbury and Telford NHS Trust to include:

- (a) Assessment and management of patients of the trust in such hospitals, health centres or clinics or other premises as required.
- (b) Continuing clinical responsibility for the patients in your charge, allowing for all proper delegation to, and training of staff.

Training of junior staff:

The postholder will take responsibility for the training and direction of junior staff allocated to him/her, within the scope of the training plan that that postholder has agreed with their supervising consultant.

Teaching:

The postholder will be expected to contribute as appropriate in the teaching of undergraduate and postgraduate students, foundation trainees, core and speciality trainees.

Clinical Governance:

All medical and dental staff are expected to take part in clinical governance activity, including clinical audit, clinical guideline and protocol development and clinical risk management. They will be expected to produce evidence of their contribution in these areas and their audit of their own clinical work as part of their appraisal.

Mutual Obligation to Monitor Hours:

There is a contractual obligation on employers to monitor working hours through robust local monitoring arrangements supported by national guidance, and on individual doctors to co-operate with those monitoring arrangements.

European Working Time Directive (EWTD):

All posts and working patterns are under constant review in line with EWTD guidelines

Educational Programme:



Neither the West Midlands Deanery nor the Royal College of Surgeons accredit this post for postgraduate training. However, the postholder will be expected to attend and contribute to educational activities e.g. departmental meetings, x-ray meetings, multidisciplinary meetings, journal clubs etc.

Appraisal:

All medical and dental staff are required to undertake appraisal.

Equal Opportunities:

Post holders must at all times fulfil their responsibilities with regard to the Trust's Equal Opportunities Policy and equality laws.

Risk Management:

All post holders have a responsibility to report risks such as clinical and non-clinical accidents or incidents promptly. They are expected to be familiar with the Trust's use of risk assessments to predict and control risk, as well as the incident reporting system for learning from mistakes and near misses in order to improve services. Post holders must also attend training identified by their manager, or stated by the Trust to be mandatory.

Sustainability:

It is the responsibility of all staff to minimise the Trust's environmental impact by recycling wherever possible, switching off lights, computer monitors and equipment when not in use, minimising water usage and reporting faults promptly.

Smoking Policy:

It is the Trust's policy to promote health. Smoking, therefore, is actively discouraged. It is illegal within Trust buildings and vehicles.

Study Leave:

Study Leave will be granted at the discretion of the Clinical Lead.
Funding for CPD will be equivalent to that of the appropriate Training post.



Review of this Job Description:

This job description is intended as an outline of the general areas of activity and will be amended in the light of the changing needs of the organisation. To be reviewed in conjunction with the post holder.

Terms and Conditions of Employment:

This post is exempt from the Rehabilitation of Offenders Act 1974 and this means that any criminal conviction must be made known at the time of application.

The appointment is Whole Time, and the Terms and Conditions of service are set out in the Terms and Conditions of Medical and Dental Staff (England and Wales) and the General Medical Council Conditions of Service as amended from time to time.

Salary scale: - £50,017 per annum.

Other:

The list of duties and responsibilities given above is not an exhaustive list and you may be asked to undertake other duties in line with the overall purpose and nature of the post as may be required from time to time.

This job description reflects core activities of a post at a particular time. The trust expects that all staff will recognise this and adopt a flexible approach to work.

All staff are expected to contribute to the smooth running of their clinical service as required; in particular, to comply with the policies and procedures, Standing Orders and Financial Regulations of the trust.

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 (annual charge of £120 pa for full-time staff), staff gym membership (£18 monthly), on-site crèche/childcare provision and access to NHS Discounts schemes.



Further details about the unit can be seen at:

Visiting:

Appointments to visit the Trust should be arranged with:

Mr M Riera (Fellowship Lead)

Tel: 01743 261000 Ext 2418

Email: manel.riera@nhs.net

Mr R Jain (Deputy Fellowship Lead)

Tel: 01743 261000 Ext 2418

Email: rajesh.jain2@nhs.net

Mr G Kirby (Clinical Lead for Upper GI Surgery)

Tel: 01743 261000 Ext 2418

Email: george.kirby@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 Trusts Safeguarding Children procedures and guidelines.



- you attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.