

Job Description

Division:	Surgical Division
Job Title:	Consultant Upper GI Surgeon with an interest in Hepato-biliary Surgery
Grade:	Consultant
Location:	Royal Stoke and County Hospitals
Hours of Duty:	Full time
Managerially accountable to:	Clinical Director for General Surgery and Urology
Professionally accountable to:	Medical Director
Key Relationships:	Directorate Manager Clinical Director Associate Director Matron General Surgery Directorate Staff Ward Staff Theatre Staff

About our Trust

University Hospitals of North Midlands NHS Trust is one of the largest and most modern in the country. We serve around three million people and we're highly regarded for our facilities, teaching and research. The Trust has around 1,450 inpatient beds across two sites in Stoke-on-Trent and Stafford. Our 11,000 strong workforce provide emergency treatment, planned operations and medical care from Royal Stoke University Hospital and County Hospital in Stafford.

We are the specialist centre for major trauma for the North Midlands and North Wales. Happy staff make for happy patients, and with the help of both we have put together a wide range of development and support packages aimed at ensuring that everyone. The Trust has the opportunity to fulfil their potential and meet their aspirations as well as the tools to provide great care.

Our mission to provide the very best health care includes recruiting the best people. Our goal is to be a world-class centre of achievement, where patients receive the highest standards of care and the best people come to learn, work and research. The Trust also has a vibrant charity arm, UHNM Charity, which provides funds to enable University Hospitals of North Midlands NHS Trust to purchase state-of-the-art medical equipment and to enhance and improve patient experience and comfort. Many of our staff are passionate about the service they provide and want to be part of something special. You can find out more about how our staff and patients are helping to improve the health, comfort and hospital experience of local people every day at www.uhnmcharity.org.uk.

Royal Stoke University Hospital

Royal Stoke University Hospital was rebuilt in 2012 as part of a £400m initiative to bring all hospital services in Stoke-on-Trent onto one large campus site. Royal Stoke is a great place to work, learn and research. The hospital campus holds 80% of the Trust's services, including the Major Trauma Centre and Emergency Centre. Royal Stoke receives major trauma patients from as far afield as Anglesey in North Wales and in total serves more than three million people. The A&E sees close to 150,000 people a year, making it one of the busiest departments in the country. Many of UHNMs 450 consultants are based at Royal Stoke, and the main specialist services for the region are located here. These services include the major specialties of Cardiovascular, Neurosciences, Metabolic/GI, Women's & Children's, Musculo-Skeletal Services/Trauma and Oncology. To deliver all these services and the many others we provide the Trust has created major departments to deliver the patient care.

Children's surgical services are provided in the emergency setting by the on call consultant, with the support of Paediatric team within the Paediatric Wards. Access to Paediatric HDU/ICU, radiology and endoscopic facilities is also provided. UHNM also have the support of Alder hay and Birmingham Children's hospital. We also have the support of in reach Paediatric Consultants from Alder hay to support with Children's elective surgery.

County Hospital

County Hospital is the sister hospital to Royal Stoke University Hospital which has been extensively refurbished into a vibrant modern acute local hospital. The hospital provides a range of acute services across its 180 beds, including:

- Accident and Emergency and Acute Medicine
- Women's Health Centre
- Renal Dialysis
- Bariatric Surgery
- Endoscopy
- MRI diagnostics
- Outpatients

Role Summary

This post will be a new appointment to the upper GI team. The upper GI team currently consists of 3 surgeons with an interest both benign and malignant conditions of the pancreas, liver and biliary tract, 4 surgeons with interest in benign and malignant conditions of the oesophagus and stomach, 5 surgeons with an interest in bariatric surgery and 1 surgeon with an interest in non-bariatric benign surgery.

The new consultant post aims to work alongside the upper GI team to help deliver tertiary HPB surgical care within a busy, vibrant and expanding unit whilst offering a comprehensive upper GI and general surgical service as well as emergency surgical cover at the Trust. The post holder will provide outpatient clinics for Upper GI/HPB surgery and undertake elective surgical lists in Upper GI/HPB surgery with an emphasis on major cancer surgery.. Access to CEPOD and emergency general surgery theatre is included in the emergency duties.

You will be expected to work with local managers and professional colleagues in the efficient running of services and will share with consultant colleagues in the medical contribution to management. Subject to the conditions of the Terms and Conditions of Service, you are expected to observe the Trust's agreed policies and procedures, drawn up in consultation with the profession on clinical matters, and to follow the standing orders and financial instructions of the Trust. In particular, where you manage employees of the Trust, you will be expected to follow the local and national employment and personnel policies and procedures. You will be expected to make sure that there are adequate arrangements for hospital staff involved in the care of your patients to be able to contact you when necessary.

You have responsibility for the work and supervision of junior medical staff who work with you and you will devote time to this activity on a regular basis. If appropriate, you will be 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.

- Diagnosis and treatment of patients.
- Continuing clinical responsibility for the patients in your charge allowing for all proper delegation to and training of your staff.
- Diagnosis and treatment of patients occupying accommodation made available under section 58, 65, and 66 of the National Health Act 1977, in so far as such patients have not made private arrangements for such treatment under section 65(2) of the Act.
- To have responsibility for a commitment to maintaining a high quality service to patients by continual development of practice in the light of research evidence and by audit based against clinical relevant standards.
- In addition individual staff have a major role in suggesting and implementing improvement to services and in exercising professional responsibility for both themselves and their peers within an open 'no blame' culture.
- The post holder will participate in the acute on call rota which consists of a Upper GI surgeon and colorectal surgeon on call simultaneously every day with each alternating to receive acute surgical patients.
- The on-call is on a 4 day and 3 day basis as alpha SOW followed by 3 or 4 days of beta SOW to manage your take patients..
- The General Surgery Department is accredited for Higher Surgical Training and undergraduate teaching. This is the main teaching hospital for medical students from Keele University and appropriate responsibilities on teaching/training are expected. The post-holder will be expected to partake in training of all medical and other staff as well as undergraduates to ensure trainees have a good training experience.
- Contribute fully to national, local and regional audits, where relevant, to ensure that the delivery of clinical care is aligned to best practice.
- Work constructively within the Clinical Governance framework of the Trust.
- To take every reasonable opportunity to maintain and improve your professional knowledge and competence
- To participate in personal objective setting and review, including the creation of a personal development plan and the Trust's appraisal process.

Standards of Behaviour

We have four core values and promises we advocate as an organisation.

To work together

To work as a team helping achieve our goals and support others to make positive changes.

To be appreciative acknowledge and thank people for their efforts and contributions.

To be Inclusive open and honest, welcome people's views and opinions and involve people in decisions that affect them.

To have compassion

To be supportive by being empathetic and reassuring and supporting people when they need it.

To be respectful and treat people fairly, with respect and dignity, protect their privacy and help them feel comfortable.

To be friendly by being welcoming and approachable. Making eye contact, saying hello and introducing yourself.

We communicate well and explain clearly, share relevant and timely information and keep people updated .

We are organised and plan ahead, manage time and be prompt in what we do.

We speak up and contribute to ensuring healthy and constructive feedback for all so we can feel safe to challenge inappropriate care and behaviour and promote our values.

To continuously improve

By listening and welcoming people's views and ideas, invite people to ask questions and share their opinions and respond to what we hear.

By learning and sharing best practice, celebrating good performance and supporting others to use their skills, learn and grow.

By taking responsibility and a positive attitude, to act and encourage people to take the initiative and make improvements.

Health and Safety

- To take reasonable care for your own Health and Safety and that of any other person who may be affected by your acts or omissions at work
- To co-operate with University Hospitals of North Midlands (NHS) Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to
- To comply and adhere to individual and role specific responsibilities as stated in the Trust Health and Safety Policy (HS01) and all other Health and Safety related policies.

Confidentiality

- To ensure that confidentiality is maintained at all times and that data belonging to the Trust is protected and recorded accurately.

Equality and Diversity

- To promote equality and diversity in your working life ensuring that all the staff you work with feel valued and treated in a fair and equitable manner

Infection Prevention

Infection Prevention is the obligation of every employee both clinical and non-clinical at the University Hospitals North Midlands NHS Trust. Driving down healthcare associated infection is everyone's responsibility and all staff are required to adhere to the Trust's Infection Prevention policy

All staff employed by the UHNM Trust have the following responsibilities:

Trust Dress Code

- Trust approved uniform/dress code must be adhered to
- When in clinical areas **all** staff must be bare below the elbow, without wrist watches, stoned rings, wrist jewellery, false nails, nail polish or plaster casts
- No personal bags to be worn during clinical duties

- **Hand Hygiene**
 - Decontaminate your hands as the per 'The five moments of hand hygiene'
- **Own Practice**
 - Lead by example
 - Encourage and praise good practice
 - Be prepared to accept advice about your own practice
- **Decontamination**
 - Ensure that equipment you have been using or about to use has been decontaminated effectively
 - Ensure that you are aware of the Trust approved cleaning products, and follow a safe system of works
- **Trust Policies**

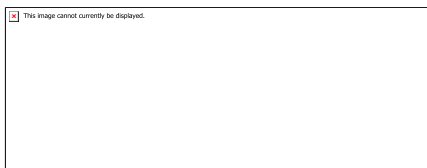
Ensure that you know and strictly follow relevant Infection Prevention policies for your role and apply standard precautions at all times, which is available in the Infection Prevention Manual on the UHNM intranet

Safeguarding Children, Young People and Adults with care and support needs

All staff are responsible for ensuring that they are familiar with and adhere to the Trusts Safeguarding Children and Adults policies, procedures and guidelines . All health professionals who come into contact with children, parents, adults with care and support needs and carers in the course of their work have a responsibility to safeguard and promote their welfare as directed by the Children Acts 1989/2004 and the Care Act 2014. Health professionals also have a responsibility even when the health professional does not work directly with a child or adult with care and support needs but may be seeing their parent, carer or other significant adult.

All staff are required to attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to their role

This job description is not intended to be an exhaustive list and may be subject to change from time to time. All documents referred to throughout this Job Description can be found on the Trust's intranet, or alternatively copies can be obtained from the Human Resources Directorate



Sustainability and Corporate Social Responsibility are fundamental to the way the University Hospitals of North Midlands NHS Trust (UHNH) work. The Trust has developed a Sustainable Development Management Plan (SDMP): '*Our 2020 Vision: Our Sustainable Future*' with a vision to become the most sustainable NHS Trust by 2020. In order to achieve this, we need the support of all staff. As a member of staff, it is your responsibility to minimise the Trust's environmental impact and to ensure that Trust resources are used efficiently with minimum wastage throughout daily activities. This will include minimising waste production through printing and photocopying less, reducing water waste and when waste is produced, it is your responsibility to segregate all clinical waste correctly and recycle. Switch off lights and equipment when not in use, report all faults and heating / cooling concerns promptly to the Estates Helpdesk and where possible minimise business travel. Where the role includes the ordering and use of supplies or equipment the post holder will consider the environmental impact of purchases.

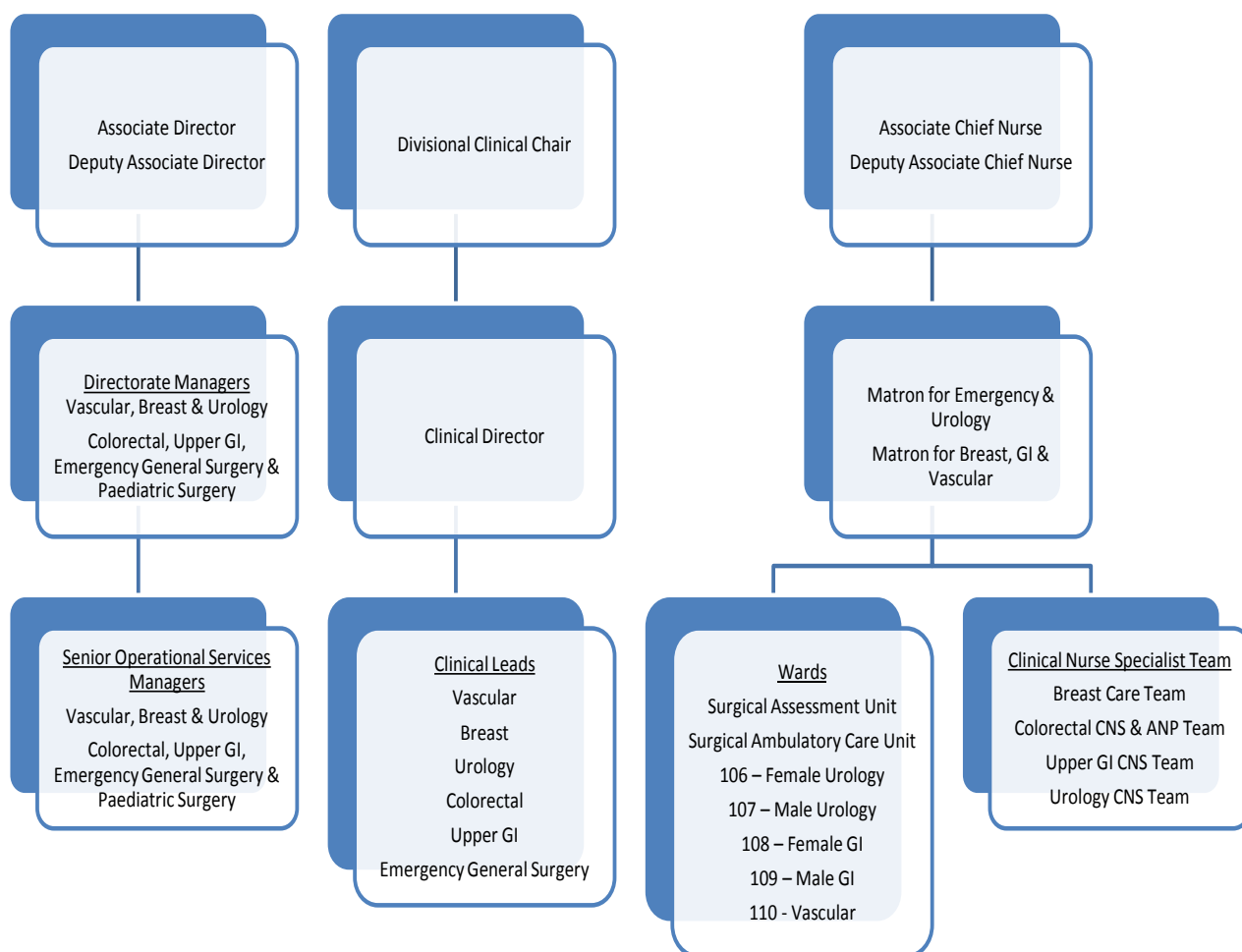
SWITCH to a Sustainable UHNH is a campaign that focuses on the sustainability of the Trust and how we can use resources more effectively to provide better patient care, improve our health and work place. SWITCH is looking to recruit as many Champions as possible to help to bring the campaign to colleagues in their departments / wards and bring SWITCH to life. If you are interested in becoming a SWITCH Champion please contact switch@uhns.nhs.uk

Mentoring

The successful applicant will be mentored by the Clinical Director and Clinical Lead for the sub-specialty. There will be support in place for weekend working and complex surgery where necessary.

Secretarial support and office facilities

Secretarial support will be provided by the Directorate medical secretarial team with a named contact and shared office facilities will be available.



CRITERIA FOR SELECTION	ESSENTIAL REQUIREMENTS	DESIRABLE ADDITIONAL REQUIREMENTS
Qualifications:	<ul style="list-style-type: none"> • Full registration with GMC • FRCS or equivalent • Success in Intercollegiate specialty examination or overseas equivalent or specialty accreditation if acquired prior to introduction of such examinations. • Entry on Specialist Register or in U.K. training scheme and within 6 months of award of CCST at time of interview. 	<ul style="list-style-type: none"> • MD or other Higher Degree
Clinical Experience & Training:	<ul style="list-style-type: none"> • Clinical training and experience in General Surgery, Upper GI with particular interest in HPB surgery • Ability to offer expert clinical opinion on range of problems both emergency and elective within specialty • Ability to take full and independent responsibility for clinical care of patients 	<ul style="list-style-type: none"> • Clinical training and experience equivalent to that required for gaining UK CCST in relevant specialty. • Experience in Robotic surgery • Advanced endoscopic Skills
Professional and Multidisciplinary Team Working:	<ul style="list-style-type: none"> • Ability to advise on efficient and smooth running of specialist service • Experience of supervising junior medical staff • Ability to teach clinical and operative skills 	<ul style="list-style-type: none"> • Formal teaching qualification • Ability to supervise undergraduate or postgraduate research
Academic Achievements, Research, Publications:	<ul style="list-style-type: none"> • Ability to apply research outcomes to clinical and surgical problems • Proven research ability including publications in refereed journals 	
Management and Administrative Experience:	<ul style="list-style-type: none"> • Ability to organise and manage outpatient priorities, surgical waiting lists and operating lists • Ability to manage and lead surgical firm • Experience of Audit management 	<ul style="list-style-type: none"> • Experience of delivering change within a specialist unit.
Personal Circumstances:	<ul style="list-style-type: none"> • Ability to work in a team • Good interpersonal skills 	

	<ul style="list-style-type: none"> • Enquiring, critical approach to work • Caring attitude towards patients • Ability to communicate effectively with patients, relatives, GPs, nurses and other agencies • Commitment to continuing medical education • Willingness to undertake additional professional responsibilities at local, regional or national levels • Full current driving licence • Residence within maximum 30 minute travel time of hospital base whilst on call. 	
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Day and Session		Activity	Category/Location	Number of Programmed Activities
Monday	AM	HPB Grand Ward Round (8.30 to 12.30 pm)	DCC (Stoke)	1.0
	PM	SPA – Trust Business –Departmental Meeting (12.30 to 1.30 pm)	SPA (Stoke)	0.25
		Complex Benign/Cancer Clinic (1.30 pm to 6 pm)	DCC (Stoke)	1.125
Tuesday	AM	Theatre 1:2 (7.45 am to 1 pm)	DCC (Stoke)	0.65
		Complex Benign/Cancer Clinic 1:6 (9 am to 1.30 pm)	DCC (Shrewsbury & Telford Hospital)	0.18
	PM	Theatre 1:2 (1 pm to 7 pm)	DCC (Stoke)	0.75
		Complex Benign/Cancer Clinic 1:6 (1.30 pm to 6 pm)	DCC (Shrewsbury & Telford Hospital)	0.18
Wednesday	AM	Theatre 1:4 (7.45 am to 1 pm)	DCC (Stoke)	0.32
		Patient Administration 1:2 (8 am to 2 pm)	DCC (Stoke)	0.75
	PM	Theatre 1:4 (1 pm to 7 pm)	DCC (Stoke)	0.375
		Patient Administration (2 pm to 6 pm)	DCC (Stoke)	0.5
Thursday	AM	Complex Benign/Cancer Clinic (9 am to 1 pm)	DCC (Stoke)	1.0
	PM	HPB MDT/MDT Preparation (1 pm to 5 pm)	DCC (Stoke)	1.0
		SPA – Trust Business – Service Development (5 pm to 7 pm)	SPA (Stoke)	0.5
Friday	AM	Endoscopy/ERCP	DCC (Stoke)	1.0
	PM	Theatre 1:2 (1 pm to 7 pm)	DCC (Stoke)	0.75
Predictable Emergency Work		Weekday 1:19 1 hour Weekend 1:23 2 hours	DCC (Stoke)	0.551
Unpredictable Emergency Work		Weekday 3 hours overnight Weekend 6 hours	DCC (Stoke)	
Other		SPA – any venue, includes CPD, appraisal and revalidation, audit meetings	SPA / any venue	1.0
Total				Total : 11.881

The job plan represents a template but will be approved based upon the credentials of the successful applicant.

Theatres and clinics shown in the job plan are part of the HPB team allocation and are shared based upon availability.

Daily CEPOD and emergency general surgery (EGS) theatre lists are available to the on-call consultant to ensure prompt and efficient treatment of acute surgical conditions.

The job plan will be a 10PA job plan with a minimum of 1.5 SPA time, with further SPA available at the time of undertaking the job plan dependent on other activities and responsibilities.

MAIN TERMS AND CONDITIONS OF SERVICE

The successful appointee will be employed by the University Hospital of North Midlands NHS Trust, subject to national terms and conditions as per the Consultant Contract 2003 as amended from time to time. Any changes to national terms and conditions determined at a local level are subject to the Trust's collective bargaining arrangements which include the Trust's Local Negotiating Committee for medical staffing issues.

Tenure

The appointment is a substantive, whole time position which, unless terminated, will be held until retirement. The notice period is three months on either side. The appointment is subject to the provisions of Schedule 14 of the Terms & Conditions.

Salary

The salary scale is as per the Terms & Conditions of Service as set out in the Consultant Contract 2003. The current scale is £88,364 rising to £119,133. Any agreed extra programmed activities, and on-call requirement will be paid in addition to the basic salary.

Pay progression will be on the anniversary of appointment and is subject to satisfactory participation in annual appraisal, the completion of a job plan review and agreed personal objectives as set out in Schedule 15 of the Terms and Conditions.

Starting salary will be determined according to the terms and conditions as per the Consultant Contract 2003. Where a candidate has service in or outside the NHS which they feels should be taken into account in determining the starting salary, this will be considered following the offer of appointment by the AAC.

Annual Leave

Your annual leave entitlement is as per Schedule 18 of the Terms and Conditions. At least six weeks' notice is required before taking annual leave.

Superannuation

This post is superannuable under the Health Service Superannuation Scheme.

Registration

You will be required to have full and specialist registration with a licence to practise with the GMC and to provide a valid certificate annually.

Appraisal and Revalidation

The Trust has arrangements in place to ensure that all doctors have an annual appraisal with a trained appraiser and are supported through the revalidation process. It is the responsibility of the Clinical Director to ensure that job planning will take place on an annual basis.

The following conditions must be met before the Trust will confirm an offer of employment:

Verification of ID and Right to Work

All employees must provide the Trust with the following documentation to prove their ID and eligibility to work in the UK:

- UK Passport
- UK Birth Certificate (if passport is unavailable)
- National Insurance evidence (P60 / recent payslip / P45)
- EEA (European Economic Area) Passport
- Residence permit issued by the Home Office or UKBA
- Driving Licence (ID card + counterpart)
- 2 addressed bills or statements (Bank / utility bill / phone bill)

Note: if you are a British citizen but do not hold a UK passport then we require a UK Birth Certificate combined with National Insurance evidence

Disclosure and Barring Check: Protection of Children & Vulnerable Adults

In accordance with Safeguarding Vulnerable Groups Act 2006, the Trust is required to seek disclosure of criminal records when considering employing an individual who will be working with children or have regular contact with vulnerable adults. Disclosure will include checks on the information held in the Police National Computer, local Police records and, where appropriate, lists held by the Department of Health and the Department of Education and Employment. Disclosure need not necessarily be a bar to obtaining the position you have applied for.

The information you provide and the Disclosure documents returned by the Disclosure and Barring service (DBS) will be available only to those who need them as part of the recruitment process. Disclosure documents will not be retained for longer than six months after the recruitment decision has been made.

References

It is a condition of employment that references are provided which are acceptable to the Trust.

Health Screening

It is a condition of employment that all successful candidates undertake pre-employment screening and are cleared before formal confirmation of the appointment is sent to candidates.

Professional Registration

The successful candidate is required to be registered with the GMC with a licence to practise. Membership of the approved Medical Defence/Protection Society is not a mandatory requirement for the post but is strongly advisable.

Applications process

Formal applications should be made through our website or via NHS Jobs.

If there are any problems / queries please contact the Medical Staffing Department on: 01782 671697 or email consultantrecruitment@uhnms.nhs.uk

Further information and visiting the Trust

The division welcomes applicants who wish to seek further information or visit. Please contact the following to arrange a visit or for an informal discussion:

Mr Achilleas Tsiamis Clinical Director for General Surgery and Urology
Achilleas.Tsiamis@uhnms.nhs.uk Telephone via secretary on 01782 679622

Signed Employee _____ Print _____ Date _____

Signed Manager _____ Print _____ Date _____