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NHS
The Newcastle upon Tyne Hospitals
NHS Foundation Trust



Recruitment Information Pack

CONSULTANT HEPATO-PANCREATIC-BILIARY (HPB) SURGEON

JUNE 2022

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Healthcare at its best
with people at our heart

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Section A

Introduction from Dame Jackie Daniel, Chief Executive Officer

The Newcastle upon Tyne Hospitals NHS Foundation Trust is a hugely successful organisation, with highly skilled staff, dedicated to providing the best possible care for the people of the North East and beyond. As one of the largest and highest performing NHS Foundation Trusts in the country, we are continuously seeking to improve our services including having among the highest number of specialist services of any Trust in the UK. We are, of course, proud to have been acknowledged in 2016 and in 2019 as 'Outstanding' by the Care Quality Commission.

Operating across multiple locations (Freeman Hospital, Royal Victoria Infirmary, Campus for Ageing and Vitality and Centre for Life) and a number of community sites, our services are rated amongst the best in the country according to the Care Quality Commission (CQC) Inpatient Survey 2019; in the most recent NHS Friends and Family Test around 98% of our in-patients would recommend our services, and 90% of our staff recommends the patient care provided.

We form a key part of one of Europe's leading centres for research and innovation with formal management relationships with both Newcastle University and the University of Northumbria in Newcastle and a high profile with the National Institute of Health Research. A core member of the North East and North Cumbria Academic Health Science Network (NENC AHSN) and Northern Health Science Alliance (NHSA), we continue to attract major awards and commercial opportunities to the North East.

We are an active member of the Shelford Group of specialist teaching hospitals and look forward to playing a leading role in current efforts to improve quality through closer collaboration with local and regional partners in delivery of health and social care.

We put patients at the heart of everything we do.

Please review the information within this recruitment pack. If you believe you share our passion and drive for excellence and have the experience we seek, we look forward to receiving your application for the position.

Kind regards



DAME JACKIE DANIEL
Chief Executive Officer

Section B

Overview

The Trust employs c 15,000 staff, with a gross turnover of in excess of £1 billion per annum, and operates on two major hospital sites – Freeman Hospital and the Royal Victoria Infirmary, as well as delivering Out of Hospital/Community Health Services to the city's residents.

The Newcastle upon Tyne Hospitals NHS Trust was licensed as a Foundation Trust on 1st June 2006, and this provides a robust framework and the freedom to run its own affairs at a local level. Although the Trust must comply with national standards in delivering healthcare, it can determine and influence how this is done by developing new ways of working tailored to meet the local needs and priorities.

The Trust is classified as a teaching hospital because of its close association with Newcastle University's Medical School. It also has a high nationally acknowledged research and development profile and capability and continues to challenge and inform patient treatment and care. A number of our Directorates are designated Academic Clinical Directorates which build on our clinical research and development track record and support our academic and teaching portfolio.

Our hospitals have around 2,170 beds and we manage over 1.67 million patient 'contacts' every year including more than 201,300 A and E attendances, 1,260,900 outpatient attendances and approximately 6,400 deliveries. We provide innovative high quality healthcare. The Trust is a large, technically complex and diverse organisation and to ensure the delivery of a high quality and safe service to all, robust performance management systems are in place. Working closely with clinical and support services, the Trust ensures effective monitoring and review of quality, business and financial issues.

We have a strong history of joint working which has led to a number of strategic partnerships across health and social care, with many of these relationships translating into integrated and multiagency pathways of care for patients.

We are an active member of the Shelford Group, a network of specialist teaching hospitals which undertakes comparative work and addresses issues of common interest.

The Trust is regulated by NHS Improvement, the Care Quality Commission determines the quality and standards of care.

Find out more about 'Your Future Starts Here' at <https://careers.nuth.nhs.uk> or search NUTH Careers.

Section C

About the Trust

In-patient clinical services are based on two sites - the Royal Victoria Infirmary and the Freeman Hospital. The Royal Victoria Infirmary site is the acute admitting site with the Great North Trauma and Emergency Centre together with acute medical services, maternity services and the Great North Children's Hospital. The Freeman site is of a more elective nature with surgical services, cardiothoracic services, transplantation, and the Northern Centre for Cancer Care (NCCC).

Royal Victoria Infirmary

The Royal Victoria Infirmary's city centre site is shared by the Medical and Dental Schools and is adjacent to the Newcastle University campus.

Pictured: New Victoria Wing Main Entrance and Great North Childrens Hospital, Royal Victoria Infirmary



Directorate	Service
Cancer Services and Clinical Haematology	Haemophilia Centre Haemostasis and Thrombosis
Cardiothoracic Services	Cardiology
Children's Services	A full range of secondary and tertiary paediatric medicine and surgery, including one of two national paediatric immunodeficiency units.
Dental	Dental Hospital Maxillo-Facial Surgery
EPOD	Burns Ophthalmology Plastic and Reconstructive Surgery Dermatology
Integrated Laboratory Medicine	Blood Transfusion, Cellular Pathology, Integrated Blood Sciences including Haematology, Biochemistry and Immunology.
Medicine and Older People's Medicine	Accident and Emergency/Trauma Centre (Great North Trauma and Emergency Centre) Acute Medicine Endocrinology and Diabetes (also at the Campus for Aging and Vitality) Gastroenterology Infectious Disease and Tropical Medicine Immunology Medical Admissions Unit Poisoning and Therapeutics Respiratory Medicine Falls and Syncope Stroke Medicine Older People's Medicine
Musculoskeletal	Orthopaedic Trauma Spinal Surgery Paediatric Orthopaedic Surgery

Directorate	Service
Neurosciences	Neurology Neuro-radiology Neurosurgery Neurophysiology
Out of Hospital/Community Services	Integrated Sexual Health District Nursing Health Visitors School Nursing Community Matrons TB Tracing Chronic Disease Monitoring Community Response & Rehabilitation Team Interface Team Home Re-ablement Consultant Led Continuing Care Beds (Intermediate Care) Nurse Practitioners Sexual Health Services Walk-in Centres
Peri-Operative RVI	Chronic Pain Critical Care Home Ventilation Theatres and Anaesthesia
Radiology	Emergency including trauma MSK, Children, Breast, Upper GI, Lower GI, Cancer, Endocrine
Surgery	Breast Colorectal Endocrine Upper GI
Women's Services	Gynaecology, Fetal Medicine, Obstetrics, Neonatology, Sexual Health Services

Freeman Hospital

The Freeman Hospital is to the east of the City Centre, with buildings predominately dating from the 1980s. The Northern Centre for Cancer Care opened in 2009 and the new Institute of Transplantation opened at the end of 2011.

Pictured: Northern Centre for Cancer Care, Freeman Hospital



Directorate	Service
Cancer Services and Clinical Haematology	Medical Oncology Northern Centre for Cancer Care Radiotherapy Haematology and Adult Bone Marrow Transplantation
Cardiothoracic Services	Adult Cardiac Surgery Adult Cardiology Cardiothoracic Critical Care: Adult and Paediatric Heart and Lung Transplantation Paediatric Cardiology, Cardiac Surgery, Transplantation and ECMO Thoracic Surgery Respiratory Medicine
EPOD	Head and Neck Surgery

Directorate	Service
	Rhinology Otology Face Plastics Implants Laryngology
Integrated Laboratory Medicine	Blood Transfusion, Integrated Blood Sciences, Microbiology/Virology, PHA
Medicine and Older People's Medicine	Gastroenterology Hepatology Older People's Medicine
Musculoskeletal	Elective Orthopaedic Surgery Rheumatology Sarcoma Service
Peri-Operative-FH	Anaesthesia Critical Care Operating Theatres
Radiology	GU, Cancer, MSK, Lower GI, HPB, ENT, Cardiothoracic
Renal	Nephrology Urology
Surgery	Colorectal Hepatobiliary Transplantation - Renal, Liver, Pancreas Vascular

Institute of Transplantation

This new, purpose-built facility brings together all aspects of transplantation under one roof. Designed with the 'patient journey' in mind from start to finish, seamless and high quality care is provided at all points of contact. This means that wherever possible patients are offered a 'one stop shop' approach so that they can access all the services they need in one location.

Pictured: Institute of Transplantation, Freeman Hospital



It houses an impressive range of ultramodern facilities and technology including:

- 4 'oversized' high technology theatres allowing for more than one transplant operation to take place at any one time.
- 22 bedded intensive care and high dependency facility designed to the very best of international specifications.
- 30 bedded inpatient ward including 14 single en-suite rooms.
- Outpatient facilities and a state-of-the-art screening and imaging suite.
- Research and development centre with associated lecture theatre and education facilities enabling live links to transplant surgery.

All intensive care and high dependency patients at the Freeman Hospital are now housed in the Institute, and heart and lung transplant patients are seen there in the Outpatient Suite.

Transplant TV is an online TV channel for medical professionals, patients, their families and carers. It hosts films on a range of topics to share scientific and medical information, and stories about transplantation. Based at the Freeman Hospital's Institute of Transplantation, the channel is run in partnership between Newcastle Hospitals, Newcastle University and Ten Alps multimedia.

International Centre for Life

The Northern Genetics Service and Newcastle Fertility Centre are based at the International Centre for Life along with Newcastle University's Institute of Human Genetics. Opened in 2000 it has brought together clinicians, scientists, industry and members of the public onto one site.

The site includes the Regional Genetics Service and Reproductive Medicine.



Directorate	Service
Integrated Laboratory Medicine	Genetics

Faculty of Medical Sciences, Newcastle University

The Faculty, one of three in the University, includes Biosciences, Dentistry, Medical Sciences Education Development and Psychology, in addition to the traditional medical disciplines.

It has focused its core research activity at the basic science/clinical interface into seven Research Institutes that contain internationally strong research in ageing, genetics, cancer, health and society, biosciences, cellular medicine and neurosciences.

The Faculty has an excellent record in teaching, with Medicine coming top and 5 of the other 8 subject areas in its provision achieving higher than 90% satisfaction in the National Student Survey.

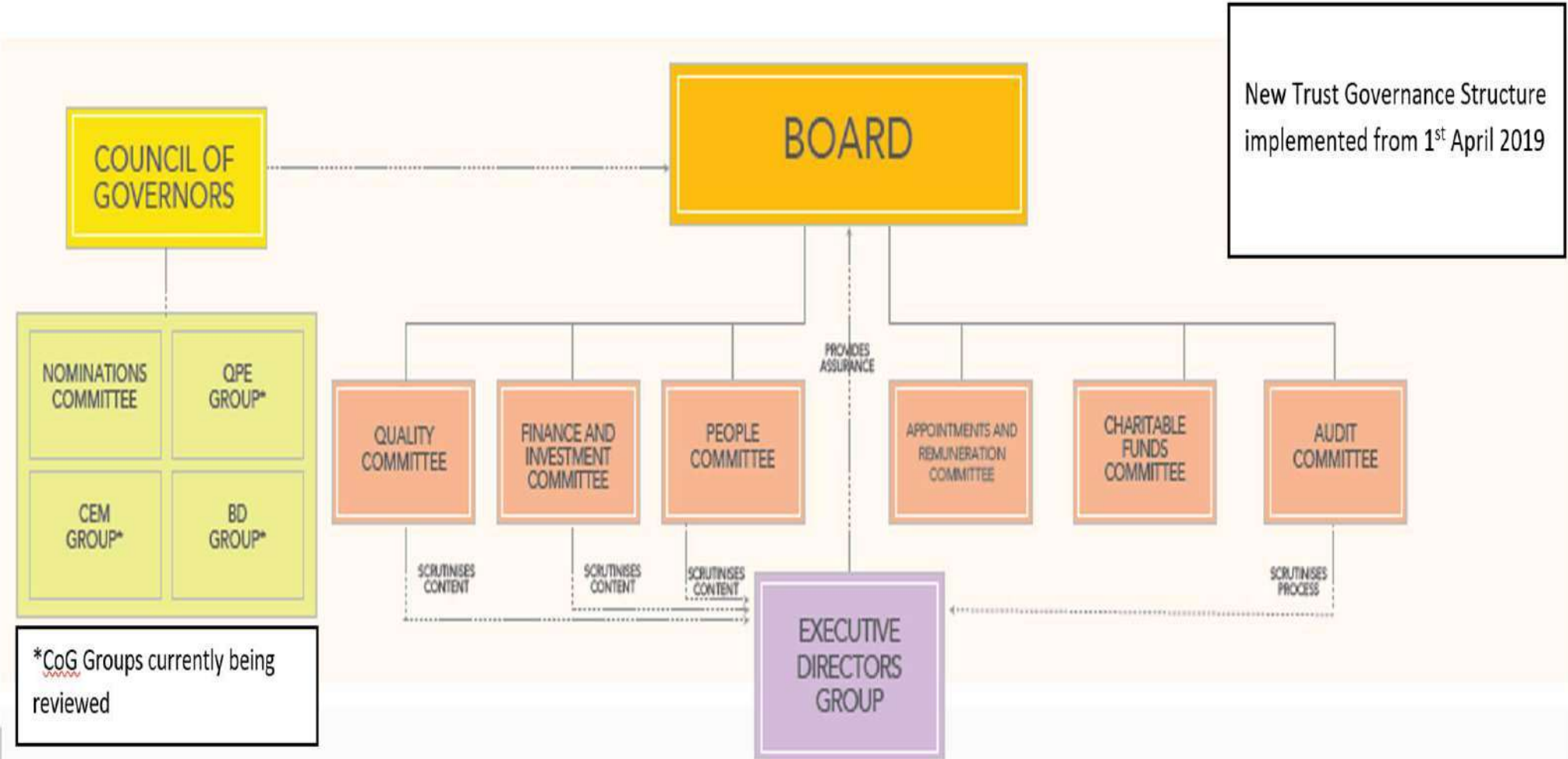
Undergraduate teaching is organised in four 'streams' – medicine, dentistry, psychology and biosciences, with a total undergraduate population of over 3000. Dentistry, Psychology and Bioscience degrees are administered by the Schools of Dental Sciences, Psychology and Biomedical Sciences respectively, while the undergraduate medical programme is administered at Faculty level.

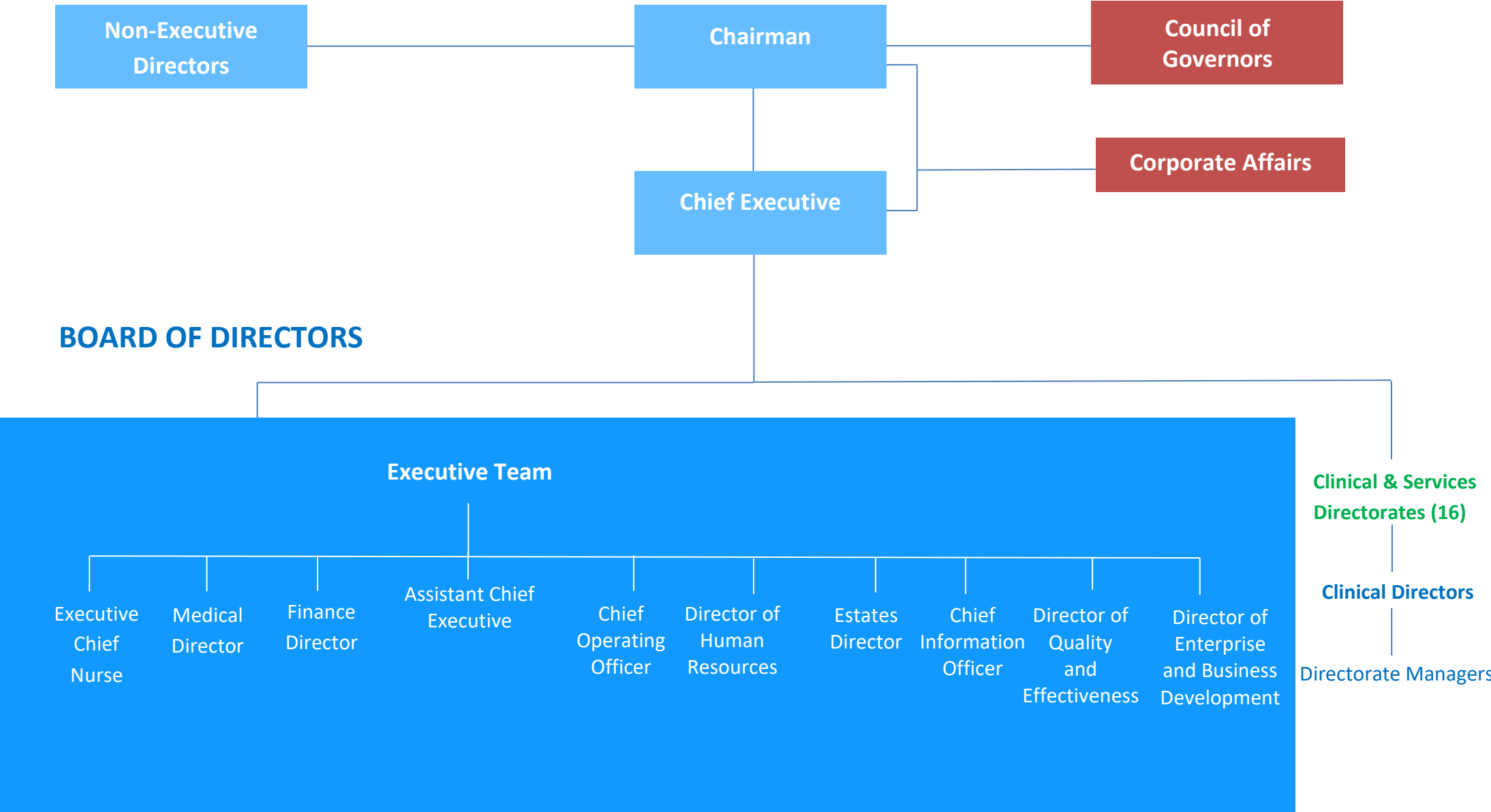
The Graduate School currently has over 800 postgraduate students registered for both taught and research degrees.

The Faculty has benefited from a significant period of capital refurbishment, funded largely through the Science Research Infrastructure Fund (SRIF) and University investment. In addition, successful bids to Wellcome, the Department of Health and the former One North East (the Regional Development Agency) have resulted in strategic capital developments at the Campus for Ageing and Vitality.

The Faculty is also a key player in the development of Newcastle Science City. The Newcastle Science City initiative (<http://www.newcastlesciencecentral.com>) aims to establish North East England as one of the world's premier locations for the integration of science, business and economic development, and to break down barriers between science and the wider regional community for the benefit of all.

The project targets commercialisation of research in four key areas: Stem Cells and Regenerative Medicine; Ageing and Health; Molecular Engineering; and Energy and the Environment.





PROFESSIONAL & LEADERSHIP BEHAVIOURS

CORE BEHAVIOURS EXPECTED OF **ALL STAFF**

To put patients at the heart of everything we do.

ENABLING OUR VISION

Shows commitment to service and delivering the Trust vision and goals for the highest quality, safe patient care.
Supports integrated patient care.
Shares information, resources and skills to support effective organisational performance.

DEMONSTRATING OUR VALUES

Puts patients at the heart of activity, listening and responding to their needs compassionately and demonstrating respect for their opinions and wishes.
Communicates clearly and concisely using language that is readily understood.
Behaves and uses language which demonstrates respect and courtesy for others.
Achieves high personal and professional standards.
"Speaks up" to ensure patients and colleagues are safe from harm.

COMMITMENT TO SERVICE DELIVERY

Seeks, listens to and acts on feedback.
Works as part of a team, supports the achievement of team goals, co-operates and communicates with colleagues.
Shows an appreciation for others – their skills and knowledge, their attributes and differences.
Recognises and understands organisational changes, helps to make improvements happen and shares good practice.
Makes a positive contribution to the Trust and demonstrates flexibility and resilience.
Accepts responsibility for own health and wellbeing to perform the role.

ACHIEVE RESULTS FOR PATIENT CARE

Does what is required from the role, including

- Meeting targets
- Following procedures
- Working within standards
- Providing the required level and quality of service
- Maintaining records
- Contributing fully to all work situations

Gets the facts right – ensures information is clear and correct.
Supports colleagues to ensure wider organisational objectives are met and outcomes are achieved resourcefully.

FIRST LEVEL LEADERS

CREATING AND IMPLEMENTING OUR VISION

Creates and communicates a clear direction for the team to provide or support provision of the highest quality, safe care for patients.
Is specific about what needs to be achieved and how it should be done.
Gains buy-in of team and motivates team to deliver.
Ensures resources are deployed correctly and efficiently to deliver goals.

INFLUENCING TO ACHIEVE RESULTS

Interprets data accurately and shares it in a timely fashion.
Develops skills and knowledge in self and others.
Uses knowledge, skills and experience to provide insights and guidance.
Looks for options and alternatives, creating opportunities to explore possibilities.

ADAPTABILITY TO MEET SERVICE NEEDS (CHANGE FACILITATORS)

Identifies and communicates areas for improvements.
Takes ownership for change messages, communicating them positively and authentically to others.
Models a positive, can-do approach.
Structures the team and resources in the most effective and efficient way.
Tackles negative attitudes and behaviours, and creates a working environment which enables staff to raise issues and concerns openly, with a view to learning and improving practice.
Effectively handles conflict situations, supporting a positive and constructive resolution.

FOLLOWING THROUGH TO ACHIEVE RESULTS

Communicates and maintains professional and technical standards.
Ensures activities are completed and delivers on requirements and timescales.
Takes personal accountability to make decisions and overcome barriers.
Ensures personal and team compliance including quality, health and safety standards.

LEADING THROUGH OTHERS (INCLUDING LEADERS)

CREATING AND IMPLEMENTING OUR VISION

Brings the strategic goals and objectives of the highest quality, safe care to life, making them relevant and clear to the department.
Creates and communicates a clear direction for the department.
Acts as a catalyst to the creative thinking of others, supporting them to generate ideas and solutions.
Can see the bigger picture and keeps up-to-date with external and internal changes.
Builds and maintains a professional network across the Trust.
Identifies any gaps in departmental knowledge and skills and takes action to address these.

INFLUENCING TO ACHIEVE RESULTS

Challenges ideas and ways of thinking.
Leads through clear and motivating messages.
Deals with challenge effectively, making tough or unpopular decisions where needed.
Makes decisions and takes accountability, explaining rationale.
Empowers and enables first level leaders to have the confidence and skills to manage teams effectively, via coaching and mentoring.

ADAPTABILITY TO MEET SERVICE NEEDS (CHANGE FACILITATORS)

Identifies areas for change and improvement and implements activities to make change happen.
Takes ownership for change messages, supporting first level leaders to implement and embed change.
Structures departments and allocates resources in the most effective and efficient way.

FOLLOWING THROUGH TO ACHIEVE RESULTS

Maintains an overview of departmental goals, objectives and outcomes, achieving these through the empowerment and support of first level leaders.
Delivers objectives and goals that have a wider service impact.
Following achievement of objectives and outcomes, anticipates and implements actions to ensure the maintenance of high standards.

SERVICE & CORPORATE LEADERS

CREATING AND IMPLEMENTING OUR VISION

Looks to the longer term, seeking to achieve improved services with enduring benefits for the highest quality, safe care for patients.
Develops and communicates long term strategies that reflect current and future best practice and align to the values of the Trust.
Creates the structures and framework needed to deliver our vision of seamless patient care.
Builds and maintains a wide professional network inside and outside of the Trust.
Benchmarks performance against other organisations to identify opportunities for improvement and innovation.
Analyses and evaluates management information and uses this to inform approach.

INFLUENCING TO ACHIEVE RESULTS

Leads with empowerment rather than control, operating authentically and ethically.
A broad model of communications – demonstrates a two-way dialogue with staff.
Questions business as usual by being open to new ideas, challenging others to adopt new ways of thinking.
Ensures the Trust's values are demonstrated and promoted.
Holds others to account for what they have agreed to deliver, creating a collaborative climate to support openness, learning and accountability rather than blame.
Creates a solutions focused culture that encourages professional knowledge to be captured and shared between departments and teams.
Challenges inappropriate and unethical behaviour and attitudes.

ADAPTABILITY TO MEET SERVICE NEEDS (CHANGE FACILITATORS)

Remains alert to external opportunities and changes and uses this knowledge to inform strategic approach.
Ensures at a strategic level the correct resources and structures are in place to implement and embed change.
Works collaboratively to evaluate current processes and ways of operating.
Improves organisational performance by driving continuous improvement of processes.
Demonstrates resilience and uses any failures as learning to improve future approaches.

FOLLOWING THROUGH TO ACHIEVE RESULTS

Drives a high performance culture, supporting and enabling achievement of local and national key performance indicators and standards.
Displays innovation to develop cost-effective and efficient solutions.
Builds organisational capacity and develops opportunities including partnerships, strategic networks and alliances.
Recognises key influencers – both internally and externally to the Trust – and how to involve them as required.

Our Vision, Values, Ambitions and Strategic Framework

Our vision

Achieving local excellence and global reach through compassionate and innovative health care, education and research.

Our values



We care and are kind

We care for our patients and their families, and we care for each other as colleagues



We have high standards

We work hard to make sure that we deliver the very best standards of care in the NHS. We are constantly seeking to improve



We are inclusive

Everyone is welcome here. We value and celebrate diversity, challenge discrimination and support equality. We actively listen to different voices



We are innovative

We value research. We seek to learn and to create and apply new knowledge



We are proud

We take huge pride in working here and we all contribute to our ongoing success

Our ambitions

In our organisation - To be an outstanding organisation now and in the future, providing strong foundations to support our regional, national and global reach

In Newcastle - To be a full civic partner, contributing to the health, wealth and wellbeing of the city, and delivering integrated services

In the region - To be an anchor organisation in the North East and Cumbria as a clinical systems leader and a regional provider of services, creating and supporting a sustainable system

Nationally - To be a beacon organisation in the UK, leading and influencing service delivery and policy

Globally - To realise our capability internationally using our outstanding foundations, enhancing our global reach

Our strategic framework



Putting patients at the heart of everything we do. Providing care of the highest standard focussing on safety and quality



Supported by Flourish, our cornerstone programme, we will ensure that each member of staff is able to liberate their potential



We will be an effective partner, developing and delivering integrated care and playing our part in local, regional, national and international programmes



Ensuring that we are at the forefront of health innovation and research



Being outstanding, now and in the future



Healthcare at its best — with people at our heart

Section D

About the Area

Newcastle upon Tyne is the city and regional capital for a population of c2.5 million people across North East England.

Newcastle is a great city, once in the forefront of 19th century industrial innovation and now at the forefront of technical innovation, leisure and culture. It has a deserved reputation for being one of the friendliest and liveliest cities in Europe. In recent years Newcastle has been transformed into one of the most cosmopolitan cities in the country. You can see the evidence everywhere from the restored buildings in Grainger Town to the regenerated Quayside area. With 2,000 years of fascinating history, the city has fabulous classical Georgian architecture in sweeping streets, wonderful restaurants and cafes, traditional pubs and contemporary bars, along with live music and theatre.

National surveys often suggest that people in the north east enjoy a better quality of life than anywhere else in England. The region has beautiful countryside, friendly people and a low cost of living. Accommodation varies from central city and riverside, through suburban to the urban periphery, stretching into the counties of Northumberland and Durham.

Newcastle lies on the East Coast Mainline rail service, with regular services through to London. In addition the Metro light-rail service connects to stations throughout Tyne and Wear. The A1(M) runs close by, with links to the national motorway network. Newcastle is also well connected for air travel via Newcastle International Airport, and for sea travel to Europe via the International Ferry Terminal.

Further information:

<http://www.visitnortheastengland.com/>

<http://www.newcastle.gov.uk/>

http://www.bbc.co.uk/news/england/tyne_and_wear/

<http://www.itv.com/tynetees/>

Section E | Advert

FREEMAN HOSPITAL
DIRECTORATE OF SURGICAL SERVICES
CONSULTANT HEPATO-PANCREATIC-BILIARY (HPB) SURGERY
REF. 317-CON-22-167

We are delighted to be able to offer an opportunity for a highly motivated, ambitious individual to join our well integrated team. You will provide support to the HPB & Transplantation service (Liver/Kidney/SPK/Islets) in Newcastle.

You will provide an expert opinion on, and investigate and manage, those patients presenting to the Department of HPB Surgery in Newcastle.

You will be contributing to the management, delivery and development of the HPB service. You will be responsible for patient care within this department. You will also be a key member for delivery of abdominal organ transplantation.

You will primarily provide on-call commitment to the retrieval service at NUTH (1:10) and for HPB and Transplantation (1:10).

Alternative on call at the RVI to the emergency generally surgery service may be required according to the need of the directorate.

There will be a specific responsibility for providing outreach clinical service to one or more neighbouring Trust. You will be expected to be part of the North-East out-reach HPB hub and spoke clinical service. This will include attending (up to 1 day per week) MDM and providing a HPB clinic at a referring Trust (e.g. CDDFT). It will also include video-link to a referring Trust (e.g. Carlisle).

There will be a specific responsibility to the management (including surgical) of patients with Gastro-Entero-Pancreatic Neuroendocrine Tumours (GEP-NETs).

Management of complex HPB problems will involve appropriate modern surgical techniques and close team working, involving radiologists, gastroenterologists, pathologists, endocrinologists to ensure the best outcomes possible for the people of the North East of England referred for an HPB opinion.

You will be expected to attend, and actively contribute to, the weekly multi-disciplinary team meetings.

It is favourable if the successful candidate has a track record of medical education and training, both at undergraduate and post-graduate level. You will be expected to provide service innovation with a view to further clinical education and lead training activities of the Department. Formal education qualifications are desirable.

You will be expected to be an educational supervisor and to contribute to the training of juniors of all levels. Specifically the post will take a lead in providing undergraduate teaching in the Department.

You will participate in Continued Medical Education in accordance with the guidelines stipulated by the Royal College of Surgeons of England. You will also undertake an annual appraisal and job plan review.

It is a condition of employment that so far as is reasonably practicable, all employees must minimise the risk of infection to themselves, colleagues, patients, relatives and visitors. In so doing, you must be familiar with, and adhere

to Trust policies on infection prevention and control, including attendance at Trust Induction programmes and statutory education programmes in infection prevention and control.

In addition to the challenges of the role, we can offer you a commitment to teaching, education, research and audit. Candidates for the post must be registered medical practitioners and on, or eligible to join, the Specialist Register within six months of the date of the Appointments Committee.

The Newcastle upon Tyne Hospitals NHS Foundation Trust is one of the most successful teaching NHS Trusts in the country. We have one of the highest number of specialist services of hospitals in the UK. With around 15,000 staff, the Newcastle Hospitals is one of the region's major employers. We have a long-standing reputation for high quality clinical care with our staff's commitment to excellence reflected in our consistent performance at the highest level. We are committed to being an "employer of choice" offering our staff superb benefits, looking after their wellbeing, and providing access to high-quality education, training, career progression and support which enables them to provide "healthcare at its best – with people at our heart".

We are committed to promoting equality and diversity and recognise the benefit in providing an inclusive environment. We value and respect the diversity of our employees and aim to recruit a workforce which reflects the communities we serve, and is equipped to deliver the best service to our patients. We welcome all applications irrespective of people's race, disability, gender, sexual orientation, religion or belief, age, gender identity, marriage and civil partnership, pregnancy and maternity and in particular those from under-represented groups.

For an informal discussion and further information regarding the opportunity and Directorate, please contact: **Gourab Sen** on **0191 2137144**, or via email at gourab.sen@nhs.net.

You will be redirected to Trac to apply for the vacancy. Please complete the application form in full, ensuring that you provide references to cover the last 3 years. For any further queries, please contact **Veronika Tosheva** HR Advisor at veronika.tosheva@nhs.net, quoting the post reference number.

NO AGENCIES PLEASE

This post is subject to the rehabilitation of the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Services (formerly known as the Criminal Records Bureau) to check for any previous criminal convictions.

Please note it is a requirement of The Newcastle upon Tyne Hospitals NHS Foundation Trust that all successful candidates who require a DBS for the post they have been offered pay for their DBS certificate. The method of payment is a salary deduction from your first month's pay.

Newcastle Hospitals encourages all staff and volunteers who are appointed to join the Trust to be fully vaccinated against COVID-19.

Candidates who are shortlisted for interview will be contacted by e-mail, and may be required to complete psychometric tools in advance of the assessment process.

Closing Date: 28 June 2022
Interview Date: 14 July 2022

Section F | Job Description

Job Title: Consultant Hepato-Pancreatic-Biliary (HPB) Surgeon
Directorate: **Surgical Servicers**
Reporting to: Jeremy French, Clinical Director

Job Purpose:

You will provide an expert opinion on, and investigate and manage, those patients presenting to the Department of HPB Surgery. You will provide support to the Transplantation service (Liver/Kidney/SPK/Islets) in Newcastle.

Primarily you will be contributing to the management, delivery and development of the HPB service. You will be responsible for patient care within this department. Newcastle is a national leader in robotic surgery, regional hub and spoke strategic HPB provision, acute/chronic pancreatitis, GEP-NETs, and research/innovation. We would expect the successful appointee to lead and develop subspecialty areas and to continue to enhance the national profile of Newcastle Hospitals. We expect the successful appointee to be an innovator, and clearly demonstrate effective leadership skills, a track record of successful collaboration and team working together with self-development and the proven ability to deliver projects and initiatives.

You will primarily provide on-call commitment to the retrieval service at NUTH (1:10) and for HPB and Transplantation (1:10).

Alternative on call at the RVI to the emergency generally surgery service may be required according to the need of the directorate.

Duties and Responsibilities:

Administrative:

- Undertake administrative duties in relation to the care of your patients and in relation to the running of the Department of HPB Surgery.
- You will be entitled to become a member of the Medical Staff Committee of the hospital.
- To undertake general administrative duties within a context of compliance with Directorate and Trust aims and objectives.
- Become involved with the financial management of the department – at all times looking to ensure the delivery of high quality care to agreed standards but at the same time, reviewing working practices to provide the most efficient use of resources.
- To efficiently utilise theatre lists (including actively seeking additional theatre lists where appropriate with the job plan).
- To efficiently manage ones diary, including on-call provisions. To work closely with colleagues to achieve this.
- To have efficient, appropriate working relationships with the administrative and nursing team.
- To build efficient working relationships with all trainees including Physician associates /Surgical care practitioners/Surgical assistants.
- To work with the HPB cancer lead, the Cancer Services department and the clinical nurse specialist team to ensure a smooth journey for patients on a cancer pathway.

Research:

- To collaborate with academic institutions to further research profile of the department.
- To continue research activity and publish clinical research, contributing to the national HPB community.

- To contribute to Departmental/Directorate/Trust HPB innovations and to personally lead appropriate projects.
- The Trust welcomes and encourages research as a high profile activity that compliments the service.
- Continue to publish in peer-reviewed journals.

Teaching:

- Provide leadership to teaching of undergraduate medical students from the University of Newcastle in the investigation and management of HPB conditions.
- Deliver teaching to Foundation, Core and Specialty trainees in either informal or formal settings (e.g. Newcastle Surgical Training Centre, regional SpR teaching programme).
- To be a willing and competent surgical mentor in the education of the surgical craft (to junior and senior trainees).
- To reflect on feedback to maintain the high educational standards expected of the Trust and HEENE.
- To understand and clearly demonstrate the professional behaviours required of a dedicated educational/clinical supervisor.
- Participate in the teaching and training of any other health care professionals (e.g. Physician Associates) within the Directorate.

Flexibility:

In line with the Trust's core value of placing patients at the heart of everything we do, we are developing our service provision to be responsive to the needs of our patients. To meet those needs some staff groups will be increasingly asked to work a more flexible work pattern so that they can offer services in the evening or weekend. As a result any offer of employment to a consultant post will be subject to you agreeing to work a new more flexible pattern or working in the future if required, including evening and weekend work.

Section G | Person Specification

Post: Consultant Hepato-Pancreatic-Biliary (HPB) Surgeon

Directorate: Surgical Services

<u>Requirements</u>	<u>Essential</u>	<u>Desirable</u>	<u>Assessment</u>
Education, Qualifications and Specialist Skills	<p>Primary Medical Qualification.</p> <p>Full GMC Registration.</p> <p>Entry onto the GMC Specialist Register (within 6 months from the date of the AAC).</p> <p>Possession of the FRCS (Gen Surg) having offered Upper GI as the sub-speciality of choice.</p>	<p>Higher Degree.</p> <p>Special skills training in the specialty.</p> <p>Postgraduate qualification in medical education. (e.g. PCert Med Ed)</p>	Application
Clinical Experience	<p>Evidence of experience in the specialty.</p> <p>Evidence of a substantial commitment to the specialty.</p> <p>Ability to offer an expert clinical opinion within the specialty.</p> <p>Ability to take independent responsibility for the clinical care of patients referred to a tertiary centre.</p> <p>Consistent evidence of independently performing HPB surgical procedures (e.g. hemi-hepatectomy, whipple, distal pancreatectomy).</p> <p>Experience of MDM management of patients</p>	<p>NHSBT accredited in organ retrieval for transplantation or clinical equivalence and commitment to gain NHSBT accreditation.</p> <p>Experience of MDM management of patients with GEP-NETs</p> <p>Experience in developing and delivering HPB outreach services.</p> <p>Experience of HPB Consultant activity</p>	Application / Interview

<u>Requirements</u>	<u>Essential</u>	<u>Desirable</u>	<u>Assessment</u>
	<p>with acute and chronic pancreatitis.</p> <p>Experience in the care of patients undergoing organ donation and the care and management of those organs.</p> <p>Interest and the willingness to develop skills (including surgical) in the management of patients undergoing transplantation.</p>		
Management and Administration Experience	<p>Evidence of project leadership within the specialty.</p> <p>An understanding of Clinical Governance.</p> <p>Proven management and administrative experience and understanding of management goals.</p> <p>Evidence of change management.</p>	Experience in developing and implementing new service provisions.	Application / Interview
Teaching	<p>Experience of effective supervision of junior medical staff, and other healthcare staff groups.</p> <p>Experience of effective delivery of undergraduate and postgraduate teaching.</p> <p>Ability to effectively teach clinical / technical / practical skills.</p> <p>Evidence of a reflective style of teaching in clinical, technical and practical areas.</p>	<p>Attendance at courses to develop teaching/supervision/assessment skills.</p> <p>Postgraduate qualification in medical education.</p> <p>Evidence of conception, design and delivery of training courses.</p> <p>Utilisation of trainee feedback to enhance training package content and personal delivery style.</p>	Application / Interview
Research	Evidence of involvement in and understanding of research methodology	Higher degree. (PhD/MD/MPhil)	Application / Interview

<u>Requirements</u>	<u>Essential</u>	<u>Desirable</u>	<u>Assessment</u>
	<p>and publication of findings.</p> <p>Evidence of critical review of relevant literature.</p>	<p>Evidence of involvement in authoring or reviewing clinical guidelines.</p> <p>Publications in the last three years as first, last or corresponding author.</p>	
Audit	<p>Evidence of a track record of completed audits.</p> <p>Evidence of having changed practice as a result of audit.</p> <p>Evidence of having revisited the audit to assess improvement.</p>	<p>Experience as departmental / directorate / Trust audit lead.</p> <p>Audit prize</p>	Application / Interview
Personal Attributes	<p>Alignment with the Trust's Core & Professional Behaviours.</p> <p>Awareness of emotional intelligence and evidence of reflection of practice and appraisal.</p> <p>Flexible approach to service delivery and committed approach to development.</p> <p>Committed to share in professional, managerial and teaching responsibilities necessary to fulfil the obligations of the Directorate to the Trust and its workforce.</p> <p>A commitment to personal / unit CPD.</p> <p>Evidence of close collaboration with colleagues to achieve aligned unit goals.</p> <p>Ability and willingness to work the on-call rota.</p>		Interview

<u>Requirements</u>	<u>Essential</u>	<u>Desirable</u>	<u>Assessment</u>
	Ability and willingness to work a more flexible pattern of working in the future if required, including evening and weekend work.		

Section H | Job Plan

An indicative job plan is shown below for illustration purposes only

	Morning	Afternoon	DCC		SPA	
			Hours	PA	Hours	PA
Monday	Outreach Clinic (with travel)	Outreach MDM	6	1.5		
Tuesday	HPB Theatre	HPB Theatre	10	2.5		
Wednesday	Benign Pancreas MDM Outreach Video link	SPA	2	0.5	4	1
Thursday	HPB MDM	GEP-NET MDM/Clinic	6	1.5		
Friday	SPA (0.5PA)	HPB Clinic (1PA)	6	1	2	0.5
On call	Retrieval service (1:10)			1.5		
Saturday						
Sunday						
		TOTAL		8.5		1.5

A notional timetable is shown below for illustration purposes only

<u>Programmed Activity</u>	<u>Allocation</u>
Direct Clinical Care	7 PA
On-Call / Unpredictable On-Call	1.5 PA
On-Call banding	A
On-Call Supplement	5%
Supporting Professional Activities	<p>1.5 PAs</p> <p>The time that is devoted to Supporting Professional Activities within the job plan will most likely vary at different times in a career. The Trust believes that Consultants on a 10 PA job plan require 6 hours per week on average (1.5 PA) to undertake the core activities common to everyone within SPA, such as undertaking CPD, mandatory training, appraisal activities, attendance at department management and audit meetings. Additional SPA time is recognised for further activity within a measurable output. This will be agreed through the regular job plan review mechanism.</p>

Section I | Main Terms and Conditions of Service

The Schedules referred to below are within the Terms and Conditions of Consultants (England) 2003.

Salary:	The current salary applicable to the post is as per Schedule 13 and Schedule 14.
Hours of Work:	<p>Full time appointments are based on a 10 PA Job Plan.</p> <p>Any offer of employment to a consultant post will be subject to the post holder agreeing to work a new more flexible pattern of working in the future if required, including evening and weekend work.</p> <p>Schedule 3 Paragraph 6 of the Terms and Conditions of Consultants (England) 2003 or as subsequently amended from time to time shall not apply.</p>
Holiday:	<p>6 weeks per annum (with an additional 2 days for those with 7 or more years of completed service as a consultant) plus 8 public holidays and 2 statutory holidays or days in lieu thereof.</p> <p>Full details can be found in Schedule 18.</p>
Occupational Sick Pay:	Employees are entitled to sick pay in accordance with the rules of the Trust's Contractual Sick Pay (CSP) scheme and the Statutory Sick Pay (SSP) scheme.
Pension:	In accordance with the NHS Pension Scheme.
Base:	Your principal place of work is Freeman Hospital. Other work locations including off site working may be agreed in your Job Plan. You may be required to work at any site within your employing organisation, including new sites.
Notice Period:	3 calendar months.
Probationary Period:	Employees new to the Trust will be subject to a six month probationary period.
Appraisal and Job Planning:	A formal job plan will be agreed between the appointee and their Clinical Director after commencing in post and reviewed annually thereafter, usually following an appraisal meeting.
Relocation Expenses:	In accordance with Trust Policy and subject to the approval of the Chief Executive.

The Terms and Conditions – Consultants (England) 2003 can be found at:

http://www.nhsemployers.org/~media/Employers/Documents/Pay%20and%20reward/Consultant_Contract_V9_Revised_Terms_and_Conditions_300813_bt.pdf

Section J | Additional Information

Interview Guarantee

The Trust is committed to the employment and career development of disabled people. To demonstrate our commitment, we use the Disability Symbol that is awarded by the Employment Service. As a symbol user, we guarantee an interview to anyone with a disability whose application meets the minimum criteria for the post.

To be eligible for the Interview Guarantee Scheme you must have a disability or long term health condition that puts you at a significant disadvantage in either obtaining or keeping a job. The disability could be physical, sensory or mental and must have lasted, or be expected to last for at least twelve months. You do not have to be registered as a disabled person to apply under this scheme.

Why choose us?

The Trust has a range of benefits available including:

- Salary Sacrifice Schemes including car lease scheme and cycle scheme.
- Trust Travel scheme offering discounted travel passes with all major travel operators.
- On-site 'Free Spirits' Nursery
- Staff Social Club.
- #Flourish at Newcastle Hospitals programme
- Staff Gyms (Freeman Hospital and RVI).
- Employee Assistance Programme including telephone and face to face counselling service.
- Care Co-ordinator- offering advice and support with care issues
- Employee Wellbeing and Health Events.
- Access to discounted products including holidays, insurance etc.
- Flexible working policy.
- Top 100 Stonewall Employer

For more information please visit www.benefitseveryone.co.uk



Have you signed up to the DBS Update Service? Find out more here
<https://www.gov.uk/dbs-update-service>