

People Centred

Positive

Compassion

Excellence

**JOB DESCRIPTION**  
**FOR THE POST OF**  
**GASTROENTEROLOGY CONSULTANT**  
**AT**  
**BLACKPOOL TEACHING HOSPITALS NHS FOUNDATION TRUST**

**JOB TITLE:** Gastroenterology Consultant

Comment [MDS(1):

**TENURE:** Permanent

**KEY INTERNAL RELATIONSHIPS**  
Divisional Director Unscheduled Care  
Head of Department Gastroenterology  
Consultant colleagues in Division  
Clinical Administrative Support staff  
Colleagues in Medicine, Surgery and other Divisions  
Divisional Management Team  
Nurse Specialists and Clinical Assistants in Gastroenterology

**KEY EXTERNAL RELATIONSHIPS**  
General Practitioners  
Blackpool CCG, Wyre and Fylde CCG and adjacent CCGs  
Blackpool Unitary Authority and Lancashire County Council  
Social Services

**INTRODUCTION**

Blackpool Teaching Hospitals NHS Foundation Trust is a forward looking and innovative place to work and is committed to Values Based Collaborative Leadership and being a 'Great Place to Work'. The Trust is one of the HSJ's 2015 Best Places to Work.

Blackpool Teaching Hospitals NHS Foundation Trust was established on 1st December 2007. The Trust gained Teaching Hospital status and became Blackpool Teaching Hospitals NHS Foundation Trust in 2010. In April 2012 the Trust merged with community health services from NHS Blackpool and NHS North Lancashire as part of the Transformation of Patient Pathways Programme. We are now a Vanguard site with Extensive Care Services provided for the complex elderly population within Blackpool, Fylde and Wyre.

The Trust serves a population of approximately 440,000 residents across Blackpool, Fylde, Wyre, Lancashire and South Cumbria and the North of England. It comprises [Blackpool Victoria Hospital](#) which is a large busy acute hospital and two smaller community hospitals – [Clifton Hospital](#) and [Fleetwood Hospital](#) and the [National Artificial Eye Service](#). The Trust is also responsible for the provision of Community services such as District Nursing and Midwifery to a large geographical area, extending from Lytham St Annes in the South to Morecambe and Carnforth in the North. The Trust provides Tertiary haematology services for Lancashire and South Cumbria and is the site of the Lancashire Cardiac Centre which provides comprehensive cardiology and cardiothoracic surgical services for the adult population of Lancashire and South Cumbria (around 1.6 million people).

## POST

The successful candidate will together with other colleagues be responsible for providing a specialist gastroenterology service which will include outpatient, inpatient and day cases together with the provision of diagnostic and therapeutic procedures. This post will help to meet the challenges of general outpatient targets and cancer waiting time targets. The appointee will assist in the Unit's drive to improve its quality standard as measured on the NHS Endoscopy modernisation programme's Global Rating Scale.

There are currently two posts – one a replacement post (due to retirement) and the other a new post. It is envisaged that the post holder will develop a subspecialty interest in delivering and developing the existing gastroenterological services. A commitment to endoscopy is expected and with appropriate allocation in the job plan the candidate will make an equal contribution to an out of hours GI-Bleed endoscopy service. The post holder will be required to manage the care of non-GI related general medical patients who are admitted to their ward.

## Team/Department

The Department of Gastroenterology is part of the Unscheduled Care Division, physically comprising of a Gastroenterology Unit (an off-shoot from the main hospital comprising of office space, outpatient clinic space and Endoscopy Unit) and a ward (within the main hospital).

The Department has 6 substantive whole-time equivalent Consultant Gastroenterologists, 3 specialist trainees (North West Deanery), 2 trust grade registrar/clinical fellow equivalent, 4 CMT and 3 FY doctors who are ward based. The 3 specialist trainees in gastroenterology rotate between the gastroenterology consultants on a 6 monthly basis. Experienced secretarial support is shared by two consultants. A Service Manager is based within the Unit and departmental business meetings are held monthly.

The Endoscopy Unit has 5 current procedural rooms and ERCP being performed in the interventional unit. We have a plan for a 6<sup>th</sup> room in the future to meet the demands of the service. We are a JAG accredited unit (2018) and are the admin hub for the National Bowel Cancer Service colonoscopy and Bowel scope programme for the Lancashire area.

The current team includes

## Consultants

Dr Murugesan – Head of Department and endoscopy lead, Endoscopy trainer, STC rep for the department, faculty at MSE.

Dr Hendrickse – Endoscopy trainer, Bowel Cancer Screening Lead for the region, faculty at MSE

Dr Shorrock – Liver and ERCP lead, endoscopy training lead

Dr Butcher – IBD and Nutrition lead

Dr Soo – UGI and EUS lead

## Specialist Nurses:

Liver /HCV – Mike Rolland, Tess Cunningham

IBD CNS – Debbie Adshead, Michelle Cummins, (3<sup>rd</sup> post to advert)

UGI CNS - Sarah Burchett, Katie Mather

Nutrition CNS – Chris Brookes, two further posts appointed to.

### **Nurse Endoscopists**

7 personnel, including 5 Trainers, plus one HEE trainee

### **Managers**

Susan Roberts – Directorate manager

Thomas Singleton – Service manager

Tracy Osborne James – Assistant Service Manager

**Endoscopy Clinical Manager** – Lynne Butler

**Gastroenterology Ward Manager** – Debbie Brown

**Matron** – Victoria Drake

### **Services Provided**

#### **Specialist clinics and Endoscopy**

We offer a consulting service in gastroenterology and carry out over 12,500 endoscopic procedures per year. An open access endoscopy service (triaged by non-medical endoscopists) and straight-to-test fast track endoscopy services are well established. A wide range of endoscopic procedures are carried out including colonoscopy and polypectomy, push enteroscopy, upper and lower GI endoscopic mucosal resection, balloon dilatation, ERCP, oesophageal, duodenal and colonic stent insertion (including emergency colonic stenting & ERCP), endoscopic ultrasound and capsule endoscopy. We have Olympus 290 series HD equipment.

The department has an established EUS service for UGI and HPB (diagnostic including FNA). We are the regional referral centre for UGI EMR and there are plans in place to provide RFA service. We also provide a Nutrition CNS led PEG service and also provide PEXACT (direct puncture gastrostomy) as well as placement of NJ tubes. We have a well-established Nutrition Team. Single balloon Enteroscopy is also performed on an as required basis.

We have been successful receiving financial support to recruit to a Nurse Consultant post imminently.

The department also has a GI physiology service delivered by two GI physiologists offering high resolution manometry and pH testing, urea breath test, breath test for lactose intolerance and small bowel bacterial overgrowth. In addition they also conduct EEG testing. Provision of anorectal manometry and endo-anal ultrasound is part of the current business development strategy.

Hepatology services include a dedicated 7-day alcohol liaison service (4 specialist nurses), Hepatitis C nurse specialist service, Fibroscan, and a nurse led outpatient service for resistant ascites. We were one of the first units to set up a day case LVP service for ascites management. Gastro unit also runs the venesection service. Current plans are in place to expand and reconfigure the liver services to meet the needs of the local population and in keeping with the NHS 5 year forward plans.

The IBD service has undergone recent expansion with 3 WTE IBD CNS supported by admin staff. Following the recent appointment of a Consultant with specialist interest in IBD and IBD research we are also providing 'specialist IBD clinics'. There is a well-established pathway for home administration of infliximab and access for ant-TNF drug antibody and trough level estimation as well as faecal calprotectin measurements.

The Trust has a dedicated clinical research facility and departmental research and development is well established through the CRN and there are many national and international clinic trials on going in IBD and liver disease.

There are weekly multidisciplinary meetings in radiology, upper and lower GI as well as HPB cancers. We are also integrated in to a clinical network with Leeds and Manchester Trusts for HPB services and liver transplant. There is also a monthly IBD meeting and IBD service meeting. In addition we have a monthly Mortality and Morbidity meeting, GI histopathology meeting as well as audit and endoscopy user group meetings.

Radiology gives strong support with a full range of GI radiological techniques with the new multi-slice and spiral CT, MR diffusion weighted imaging and a Tesla MR scanner.

#### **Inpatient service and commitments out of hours:**

The Division is committed to improving the level of supervision and continuity of care of patients with all acute inpatients being reviewed by a Consultant within 24 hours of admission.

There is shared care of inpatients under the gastroenterology team on ward 12 with a consultant currently being ward based for 1 week out of every 6 weeks (with appointment of a 7<sup>th</sup> consultant this will become 1 in 7 weeks). This ensures daily consultant review of inpatients including the weekends. The appointee will be expected to support the existing Consultants in providing a speciality in-reach service. Elective activity (outpatient clinics, endoscopy lists) are then mainly concentrated in the 5 week period off the ward. During the week on the ward the post holder will also provide a GI bleed service (including out of hours as well as over the weekend) and planned elective activity (3 sessions of either endoscopy or clinic in the afternoon). The GI bleed service is supported by two endoscopy nurses on call.

Comment [MDS(2):

**During the on-call week, weekend commitments include review of in-patients on the gastroenterology ward (Saturday and Sunday) as well as weekend GI bleed cover.**

**The post holder will be supported by and will train an FY1/FY2 trainee and a SpR. There will be administrative secretarial support provided along with suitable office space including IT facilities.**

The Division of Medicine is committed to an even distribution of workload amongst consultants and to ensure that all obligations including audit, CME and training are reflected in the contracted hours.

The surrounding area includes the affluent townships of Poulton and Lytham St Annes which are both in short commuting proximity with highly rated schools of Excellent by Ofsted, good quality dining, many picturesque locations, affordable high quality housing and offer a varied range of outdoor, cultural and social activities.

## TRUST VALUES

Genuine engagement of our staff is vital to our success and aspiration. Our core values provide us with the framework to create the right culture that supports our staff to be the best they can be and achieve better care together for the benefit of our patients. We expect all staff to uphold our agreed set of values and be accountable for their own attitude and behaviours.

<b>People Centred</b>	Serving People is the focus of everything we do
<b>Positive</b>	Having a can do response whatever the situation
<b>Compassion</b>	Always demonstrating we care
<b>Excellence</b>	Continually striving to provide the best care possible

## INDICATIVE WORK PLAN

Direct clinical care	5.5 pa's
Supporting Professional Activities	2.0 pa's
Patient administration	1.0 pa
On call duties	1.5 pa's

### **Predictable emergency on call (gastroenterology/G.I. Bleeding Service) 1.5 DCC.**

#### **Category A for unpredictable emergency work.**

**This includes a daily ward round on the gastroenterology ward at weekends when on call.**

The template for consultant outpatient clinic is based as a minimum on the RCP template including new, fast track and follow up patients. However this is dependent on the experience and clinical requirements in agreement with the post holder. Each patient is allocated 15 minutes in this template. The specialist trainees are expected to attend clinic and depending on their experience / ability, this template may increase by up to 50%.

There will be a move towards providing hot clinics, in-reach for speciality review into AMU, vetting and prioritisation of outpatient referrals on a 1:6 rota.

Endoscopy list templates consist of 10 to 12 units (1 unit = a diagnostic gastroscopy, or flexible sigmoidoscopy, 2 units = colonoscopy, therapeutic procedures = 2-3 units.)

Training lists comprise 8 units and are adjusted to trainee requirements

There are, therefore, 10 Programmed activities including allocation for the current on call commitment.

Additional Programmed Activities may be available subject to negotiation with the Head of Department/Divisional Director. Negotiation for additional SPA time will be undertaken if it is anticipated that the appointee will take on significant management / service development roles.

Depending upon the suitability of the candidate, a standard working week **may** consist of:

On call week:

	Monday 0900-1730	Tuesday 0900-1730	Wednesday 0900-1730	Thursday 0900-1730	Friday 0900-1730
AM	Ward	Ward	Ward	Ward	Ward
PM	SPA	Endoscopy	Endoscopy	Admin	Endoscopy

Week not on call:

	Monday 0830-1700	Tuesday 0900-1730	Wednesday 0900-1730	Thursday 0900-1730	Friday 0830-1700
AM	Endoscopy	Admin	SPA	Outpatient clinic	Endoscopy
PM	SPA	Endoscopy	Outpatient clinic	Endoscopy	Admin

Job plans will be formally reviewed within the first 6 months after appointment and agreed according to evidence from actual activity. **All consultants will be allocated 1.5 core SPA per week for professional development (CPD), Job Planning, Appraisal, Mandatory Training, attendance at regular team meetings which will have a clinical governance aspect and participating in Audit.** Core SPA time will generally be undertaken within the Trust. Any variation from this principle must be discussed, agreed and made clear within the Consultant Job plan.

**There must be a commitment to completing revalidation when appropriate as per GMC recommendations as well as completion of annual appraisals.**

Additional SPA time will be made available to Consultants on the basis of evidenced need. Such allocation will be agreed and subsequently reviewed by the Consultant and their Head of Department during the Job Plan review session. Additional (non- core) SPA time will be undertaken within the Trust or at other agreed NHS sites or academic institutions during the normal working day.

**The department facilitates mentoring for new Consultants as well as those requiring development of new skills.**

## TEACHING

The Trust is a teaching hospital for the University of Liverpool Medical School and the successful candidate will participate in undergraduate teaching within the sessions allocated to support professional activities.

The Trust also hosts Junior Doctors in training placements in all specialities, working in collaboration with Health Education England North West (HENW, formerly North West Deanery). This includes Foundation Doctors, Core Trainees and Specialist Trainees at all levels. There are extensive opportunities for teaching all grades of doctor.

There is an active Health Professionals Education Centre with 24 hour library facilities and a full Simulation suite. Support will be provided to enable suitably qualified candidates to become fully recognised by the GMC as trainers.

## CLINICAL AUDIT

The appointee will be expected to carry out an ongoing programme of clinical audit and participate where appropriate in regional and national audit.

## RESEARCH AND DEVELOPMENT

Research is considered core Trust business. There is an expectation to deliver evidenced based care and to also contribute to the evidence base by supporting research studies. This includes NIHR portfolio studies and the opportunity to develop in house studies. The Trust is a member of the CLAHRC North West (Collaborations for Leadership in Applied Health

Research and Care), and the NW Coast CRN and AHSN. We working closely with the Lancaster Health Hub and there are opportunities for honorary academic appointments with Lancaster University, a top ten university in the UK, to recognise research contributions including supervision of PhD and MSc students.

### **CONTRACTUAL COMMITMENT**

The post holder will have continuing responsibility for patients in his/her care and for the proper functioning of the service and will undertake the administrative duties associated with care of patients and the running of the clinical department.

Blackpool Teaching Hospitals NHS Foundation Trust will be the employer for the appointment and will issue the Contract of Employment.

### **APPRAISAL**

There is a requirement to participate in annual appraisal in line with GMC regulations and incremental salary progression is linked to engaging with this process

You will be expected to maintain your CME/CPD in line with college guidelines, and this will be supported by the Trust study leave policy.

### **LEADERSHIP DEVELOPMENT**

The Trust offers a range of leadership programmes for both new and senior Consultants employed by the Trust and all newly appointed Consultants and Senior SAS doctors will be given the opportunity to enhance their effectiveness in their role.

New appointees will be automatically invited to attend a New Consultant and Senior SAS Doctor Induction programme which takes place over 4 months and includes action learning as well as taught interactive modules. All will be encouraged to access our in-house coaching and mentoring service.

### **ANNUAL LEAVE**

It is recognised that annual leave has an important role in maintaining doctor's health and wellbeing. We therefore expect that time will be taken as leave and not used for additional work

### **ASSOCIATED DUTIES AND RESPONSIBILITIES**

#### **i) Main Duties and Programmed Activities**

Except in emergencies or where otherwise agreed with your clinical manager, you are responsible for fulfilling the duties and responsibilities and undertaking the programmed activities set out in your new Job Plan, as reviewed annually and in line with the provisions below.

#### **ii) Associated duties**

You are responsible for the associated duties set out in schedule 2 of the Terms and Conditions. These include amongst other things a requirement to:-

- Collaborate with colleagues in primary and secondary care to implement protocols for the management of patients.

- Keep up to date with the developments in the specialty. It is expected that active consideration will be given to existing technologies in terms of cost effectiveness. In addition, the use of the new techniques where they can be justified clinically will be encouraged. Conforming to “state of the art” advances will ultimately depend on other priorities within the total unit.
- Contribute to post-graduate and continuing medical education. The Trust supports the requirement of CME/CDP as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.

### iii) Objectives

Agreed personal objectives will form part of individual Job Plans. Objectives will be set out in clear and transparent terms and will be agreed with an individual's clinical manager. Objectives are not contractually binding in themselves, but each individual has a duty to make all reasonable efforts to achieve them during the respective year.

## TRUST LEADERSHIP

The Trust Board members are as follows:

### Chairman

Mr Pearse Butler

### *Executive Directors*

Chief Executive (Interim)	Mr Kevin McGee
Director of Finance/Deputy Chief Executive	Mr Tim Bennett
Medical Director	Dr Jim Gardner
Interim Director of Operations – Unscheduled Care	Mrs Bernice Groves
Interim Director of Operations – Scheduled Care	Mrs Janet Barnsley
Director of Nursing & Quality	Mr Pete Murphy
Director of Human Resources and OD	Mr Kevin Moynes
Director of Strategic Partnerships	Prof. Nicki Latham

### Non-Executive Directors

Mr Mark Beaton  
Dr Sheena Bedi  
Mr Tony Warne  
Mr Steve Finnigan  
Mr Keith Case  
Mrs Mary Watt  
Mr James Wilkie

## POLICY & STRATEGY

Policies which drive our Agenda include:

Blackpool Teaching Hospitals NHS Foundation Trust Strategic Review  
The 5 Year Forward View  
NHS Plan  
The National Service Frameworks  
National Cancer Plan  
National Clinical Guidelines (NICE)  
Health Improvement Programmes and Joint Investment Plans

## HEALTH & SAFETY



The Trust has a comprehensive Health and Safety Policy with corporate policies and procedures at Directorate level. It is the responsibility of each employee to observe these policies.

#### **RISK MANAGEMENT**

A comprehensive Risk Management Strategy that includes a 'serious incident' reporting system is in operation. All employees are expected to work within the system.

#### **CLINICAL GOVERNANCE**

Clinical Governance requires that all clinical staff accept personal responsibility for knowing what constitutes best practice in their field, defining policies to translate this into practice within their own service and measuring the clinical outcomes of the service. The Trust has adopted an approach to Clinical Governance which draws together its pre-existing self-assessment programme, clinical audit programme, complaints and litigation management, risk management, continuing medical education and clinical leadership.

#### **CLINICAL RESULTS**

The post holder will be expected to contribute to the ongoing quality improvement of clinical services.

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The post holder will be expected to ensure that services are delivered within agreed parameters.

**PERSON SPECIFICATION**  
**FOR THE POST OF**  
**GASTROENTEROLOGY CONSULTANT**  
**AT**  
**BLACKPOOL TEACHING HOSPITALS NHS FOUNDATION TRUST**

	ESSENTIAL	DESIRABLE	METHOD OF ASSESSMENT
<b>Legal Requirements</b>	Inclusion on the Specialist Register or eligible for inclusion within 6 months of interview date  Full registration with the GMC		Curriculum Vitae (CV)  CV
<b>Qualifications and Training</b>	MB ChB or equivalent  Hold MRCP or equivalent	An appropriate high degree (MD, PhD or equivalent)	CV  CV
<b>Skills and Abilities</b>	Excellent communication skills – both oral and written.  Effective teaching skills  Ability to organise and prioritise workload and to delegate responsibility and supervise staff.  Ability to motivate and inspire a multi-disciplinary team and work sensitively within teams and across organisations  Involvement and evidence of	Computer and IT skills  Educational qualification or working towards.	CV/Interview/ Assessment Centre  CV/Interview  CV/Interview/ Assessment Centre  Interview/Assessment Centre  CV/Interview

	<p>implementation of service development and managing change in a healthcare setting</p> <p>Leadership skills- ability to take responsibility, show leadership and make decisions</p>		CV/Interview/ Assessment Centre
<b>Management skills</b>	<p>Awareness of NHS organisation and core values of NHS</p> <p>Understanding of the management responsibilities of NHS consultants</p> <p>Participation in a management training course</p>		<p>CV/Interview</p> <p>CV/Interview/ Assessment Centre</p> <p>CV/Interview</p>
<b>Knowledge / Research</b>	<p>Commitment to CPD and requirements of clinical governance and audit</p>	<p>A proven track record in self-directed research</p> <p>Publications in peer reviewed journals</p>	<p>CV/Interview</p> <p>CV/Interview</p>
<b>Adherence to the Values of the Trust</b>	<p><b>People Centred</b> Always patient and staff focused. Supports effective team work. Able to demonstrate integrity through honest and open behaviours Communicates widely and effectively.</p> <p><b>Compassion</b> Always shows empathy for patients and staff. Always seeks to understand how others are feeling.</p> <p><b>Positive</b> Always staying positive to reassure staff and patients. Always reflecting the impact of own attitude and behaviours upon the service and staff.</p> <p><b>Excellence</b> Always striving to do best for patients and staff. Always appreciating the efforts of others. Always taking responsibility for actions. Always seeking out opportunities for improvements.</p>		Interview/ Assessment Centre