University Hospitals of Morecambe Bay NHS
NHS Foundation Trust

Employment Services Centre
Furness General Hospital

Tel: 01229 406756/57
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Dear Applicant

Re: Post of Reference:

Thank you for your interest in the advertised vacancy. Please find below a Job Description and supporting information in relation to this post.

All posts are offered subject to satisfactory health declaration, evidence of qualifications (as outlined in your Application Form) professional registration (if applicable) satisfactory references, right to work checks and Disclosure and Barring Service (DBS) check (as applicable).

Please complete your Application Form accurately ensuring you provide all the relevant information. Your Application Form will be processed in accordance with the Data Protection Act 1998.

The Trust reserves the right to close a vacancy early on receipt of sufficient applications.

If you are shortlisted, notification of your interview and the details will be sent to you via email. Please check your emails on a regular basis.

Yours sincerely

Employment Services Team

University Hospitals of Morecambe Bay NHS
NHS Foundation Trust

JOB DESCRIPTION	
Job Title:	Consultant
Department/Ward:	Gastroenterology
Band:	Consultant
Division:	Medicine
Responsible to:	Clinical Lead
Accountable to:	Clinical Director
JOB SUMMARY:	The post holder will play an important medical role in the delivery of care to both inpatients and outpatients within the Trust footprint. The post holder will be supported to develop an area of special interest which ideally compliments the existing consultants. These interests include Bowel Cancer Screening, Nutrition, Upper GI cancer, Hepatology, HPB, ERCP and EUS, research and neuroendocrine tumours. The post holder will consolidate and support the development Gastrointestinal services for the local population. The role also involves participation in training and educational activities in addition to practice to maintain clinical excellence within the service. A seven day Bleeding Service is in operation. The post holder would be expected to contribute to 7 day endoscopy provision at RLI. The rota is currently a 1:5 during the weekdays and 1:8 for weekends.

This job description is not exhaustive and will be reviewed and amended, with the post holder, when necessary.

Department of Gastroenterology

There is an integrated service for inpatient Gastroenterology with sharing of wards and junior staff.

Acute gastroenterology admissions are via a Medical Assessment Unit before being allocated to gastrointestinal beds on an integrated ward to be looked after by Consultant physicians with a GI specialty interest. Other referrals are taken from primary care as well as from consultant colleagues.

There will be nine consultants (Currently 3 at RLI, and 3 at FGH).

On average it is expected there will be 12-15 inpatients requiring daily specialist GI expertise. In addition there may be a small number of general medical inpatients and outlying patients in other wards.

There are two Clinical Nurse Specialists in upper GI cancer, five Endoscopy Nurse Practitioners, three Gastroenterology Advanced Nurse Practitioners, two IBD Clinical Nurse Specialists, one Liver Clinical Nurse Specialist.

There are three Endoscopy Units, one at each of the three sites. The Bowel Cancer Screening Program is run from the unit at WGH. All three sites have the availability of X-ray screening for interventional procedures though surgical cover is available only at FGH and RLI.

Currently ERCP is provided by 3 Consultants across the Bay at both RLI and FGH. While ERCP and EUS expertise is not essential, it would an advantage for these posts. Emergency acute GI bleeding cover is required at RLI and FGH where acute admissions are accepted.

There are joint weekly meetings attended by all Gastroenterologists, Colorectal and upper GI surgeons and Radiology colleagues to facilitate discussion and management of cases. There are also Upper GI and HPB Cancer MDT meetings held weekly. There may be an opportunity to contribute to these depending on the interests of the candidates and the needs of the service.

The Trust utilises Lorenzo as the electronic patient record. A PACS system is in place for Radiology.

Office accommodation (which may be shared) and secretarial support are provided to the support the post holder.

Main Duties of the Role

The assignment of specific clinical responsibilities will be agreed with the post holder on appointment. The post holder, together with Consultant colleagues will ensure the medical care of patients is in-line with best practice.

The post holder will be expected to:

Adopt a team approach with the existing Consultants in Gastroenterology, with the aim of further development of Gastrointestinal services across Morecambe Bay.

Provide excellent communication with GP’s and members of the MDT team.

Undertake the administrative duties associated with care of patients and running of the department in conjunction with colleagues.

Ensure effective record keeping and documentation.

Deliver effective and open medical leadership which supports and develops a motivated and integrated MDT team.

Develop and maintain robust systems to ensure effective communication between patients, carers, nursing staff, allied health professionals, volunteers, the wider MDT team community and hospital teams.

Promote an open and honest culture.

Commit to the empowerment of staff and the ability to motivate and positively influence colleagues.

Attend internal meetings appropriate to the post.

The post holder will be supported in the requirements for continuing professional development.

The post holder will receive an annual appraisal with a trained appraiser and the Trust fully supports doctors through the revalidation process.

The post holder will be expected to:

Maintain the requirements for continuing professional development by engaging with the annual appraisal and medical revalidation process.

Play a key role in participating in, and supporting research and audit.

Promote evidence based practice and respond to external guidance adjusting own and others practice in light of new clinical developments and/or organisational priorities.

In collaboration with service leads; provide leadership in the development and delivery of clinical multi-professional audit to promote evidence based practice, keep under regular review medical procedures and prescribing, be involved in risk management and quality assurance.

Undertake all work in accordance with UHMB policies and procedures and all external regulatory requirements.

Contribute to the education and training of junior medical staff as a key part of the post. There is a requirement to participate in undergraduate and postgraduate teaching at the Trust and University.

Medical Students from Lancaster Medical School receive the whole of their education, academic and clinical, in Cumbria and North Lancashire following the Liverpool undergraduate medical curriculum. The University Hospitals of Morecambe Bay NHS Foundation Trust is the lead NHS organisation and takes responsibility throughout the five years of the degree for the provision of acute practice placements. In addition to time spent at UHMBT students spend around a third of their clinical time in the community. Primary care placements are based in practices across Cumbria and North Lancashire, and their mental health placements are provided by North Lancashire Primary Care Trust and the Lancashire Care NHS Trust.

A tentative job plan is included which may be adjustment to suit the service and the interests of the post holder. The opportunity exists for the post holder to develop a special interest

This job description is not exhaustive and will be reviewed and amended, with the post holder, when necessary.

Indicative Consultant Rota

Monday		Tuesday		Wednesday		Thursday		Friday	
RLI Clinic	RLI Endo	SPA	RLI Endo	RLI Clinic	Admin	WGH Endo	SPA	MDT/SPA	RLI Endo
Ward	Admin	SPA	RLI Endo	RLI Clinic	RLI Endo	RLI Endo	RLI Clinic	MDT/SPA	SPA
Admin	RLI Endo	RLI Endo	SPA	RLI Clinic	Admin	**Ward**	SPA	MDT/SPA	RLI Endo
Ward	SPA	RLI Endo	Admin	RLI Clinic	SPA	RLI Endo	Admin	MDT/SPA	RLI Clinic

Monday		Tuesday		Wednesday		Thursday		Friday	
Ward		**Ward**		**Ward**		**Ward**		**Ward**	
Ward		**Ward**		**Ward**		**Ward**		**Ward**	
RLI Endo	Admin	SPA	RLI Endo	RLI Clinic	SPA	WGH Endo	WGH Endo	MDT/SPA	RLI Endo
Admin	RLI Endo	RLI Clinic	SPA	RLI Clinic	Admin	SPA	RLI Endo	MDT/SPA	RLI Endo

The rota outlined above illustrates the likely job plan. The consultant service at Royal Lancaster Infirmary (RLI) operates on a 8 week cycle. Please note that in order to maintain a robust service for patients consultant colleagues cross cover colleagues DCC where appropriate.

An outline job plan is 10PA. Typically this constitutes 6 DCC (3 endoscopy and 3 outpatient clinic), 1.5 DCC clinical administration, 1.5 SPA, 0.5 MDT and 0.5 DCC (on call).

The detail of the job plan would be mutually agreed with the postholder on commencement of post

TERMS AND CONDITIONS

This post will be subject to the terms and conditions of the University Hospitals of Morecambe Bay NHS Foundation Trust.

CONFIDENTIALITY

Information relating to patients, employees and business of the Trust must be treated in strictest confidence. Under no circumstances should such information be discussed with any unauthorised person(s) or organisations. All staff must operate within the requirements of the Freedom of Speech policy.

SAFEGUARDING & PROTECTING CHILDREN

Everyone shares responsibility for safeguarding and promoting the welfare of children and young people, irrespective of individual roles. As a senior manager you will need to be aware of your responsibility in relation to safeguarding and protecting children. You will be expected to provide effective leadership in ensuring safeguarding children is a priority within all service delivery and developments.

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

HEALTH AND SAFETY
The Health and Safety at Work Act stipulates that it is the responsibility of each employee to observe all rules governing safety and conduct and as such safety equipment and Personal Protective Equipment provided must be used.

INFECTION CONTROL
The Trust is committed to protecting the health of all staff, patients and visitors to the Trust. As such all staff is personally responsible for compliance with all Trust and department infection prevention and control policies. Failure to comply with such policies and associated procedures is likely to lead to disciplinary action and may result in dismissal.

MANUAL HANDLING
The post holder will be provided with adequate training in correct lifting techniques by a recognised lifting instructor.

NO SMOKING POLICY
A No Smoking Policy operates across all Trust sites.

QUALITY OF SERVICE
The trust is committed in its use of available resources to obtaining the best possible service for patients and staff. The Post holder must share this objective and seek to maintain and improve the quality of service provided.

EQUAL OPPORTUNITIES
The Trust is pledged to equal opportunities for all and is committed to ensure that no job applicant or employee receives less favourable treatment on the grounds of gender, marital status, age, race, colour, sexual orientation, creed, nationality, ethnic or national origin or disability. We promote flexible working opportunities wherever possible to enable staff to balance their work with their private lives.

PERSON SPECIFICATION		
Requirements	**Essential**	**Desirable**
Education and qualifications	Full registration with the General Medical Council, MRCP or equivalent. Entry on Specialist Register or in receipt of CCT within six months of interview (Gastroenterology and General Medicine) Clinical training and experience equivalent to that required for gaining (UK) CCT in Gastroenterology and General (Internal) Medicine	Higher degree (MD, PhD) Specialist interest and expertise to complement colleagues Membership of appropriate professional society (ies)

	JAG accredited for upper and Lower diagnostic and therapeutic endoscopy.	
Experience	Broad exposure to Gastrointestinal diseases and the management of these. Comprehensive patient management, ability to train/supervise junior medical staff and medical students	Attendance at advance communications skills course. Experience of multi-disciplinary team work Attendance at educational skills or teaching course
Skills, ability and knowledge	Ability to supervise junior doctors to plan and conduct a research and audit project Awareness of the managerial role of a consultant in the NHS Regular attendance and participation at audit meeting	Evidence of recent independent or supervised research with relevant publications Understanding of managerial responsibility and its future development in the role of clinicians in management
Personal Qualities	Ability to communicate effectively Ability to form and maintain good working relations with colleagues and patients. Experience of supervision of junior medical staff and relevant staff in other disciplines Ability to lead where appropriate Ability to work as a team with professional colleagues, both medical and others Experience of teaching and supervising undergraduate and postgraduate students Agreement to live within 10 miles or 30 minutes travel of Royal Lancaster Infirmary, or Furness General Hospital, as appropriate. Authorised to live and work in the UK	