

A portrait of a smiling female healthcare professional with short, curly dark hair, wearing a stethoscope. The image is overlaid with a blue-to-purple gradient. The text 'ROOM TO GLO' is superimposed on the left side of the image.

ROOM TO GLO

APPOINTING LEADING

Consultant in Gastroenterology

August 2022

#GLOFORWARDS

Dear candidate,

I am delighted you are interested in joining us as a Consultant in Gastroenterology at Gloucestershire Hospitals NHS Foundation Trust. This information pack contains all the information you need to apply for the post, I would actively encourage you to read the information and make contact with

Miss Abigail Tomlins	Chief of Service, GRH	Tel: 03004 225173
Sarah White	Deputy General Manager	Tel: 03004 228224
Sarah Vaughn-Davies,	Matron	Tel: 03004 222262
Dr Richard Makins,	GI Clinical Lead	Tel: 03004 222387

We provide acute hospital services from two large district general hospitals, Cheltenham General Hospital and Gloucestershire Royal Hospital. Maternity Services are also provided at Stroud Maternity Hospital. We remain the major provider of secondary care services in the area and analysis shows that for Gloucestershire we are the leading acute healthcare provider by a significant margin.

If you are new to the county, take a quick look at [this recruitment video](#) to find out why we choose to live and work in this beautiful part of the world.

I wish you every success with your application to join this team.

Best wishes



Prof Mark Pietroni
Medical Director

Your introduction to Gloucestershire Hospitals

We are a large organisation providing acute services from Gloucestershire Royal Hospital in Gloucester and Cheltenham General Hospital to a population of 652,475* in Gloucestershire as well as caring for patients from surrounding counties and beyond.

Our workforce is almost 8,000 strong and our caring and dedicated staff are recognised as providing good and outstanding patient-centred, high quality emergency, elective and specialist care across a range of clinical areas.

We are committed to recruiting the best people to work with us to achieve our Vision of providing Best Care for Everyone and our success depends on the commitment and dedication of our staff, many of whom are world leaders in healthcare, teaching and research. You could make a real difference to our patients' lives by joining our team.

Gloucestershire Hospitals NHS Trust was formed in April 2002 and became a second wave Foundation Trust (GHNHSFT) in July 2004. It includes Gloucestershire Royal and Cheltenham General Hospitals. In collaboration with our other NHS Trust in Gloucestershire,

The county is currently well served by a large range of community hospitals, many of which provide outpatient, radiology, elective surgery, therapy and emergency services, as well as inpatient rehabilitation and intermediate care.

- ▶ Tewkesbury Hospital
- ▶ North Cotswolds Hospital (at Moreton in Marsh)
- ▶ The Vale Hospital (at Dursley)

These 3 hospitals have been built or rebuilt within the last 7 years. The other GCSNHST hospitals our department currently serves include:

- ▶ Cirencester Hospital
- ▶ Stroud Hospital
- ▶ Lydney Hospital
- ▶ The Dilke Hospital (Cinderford)
- ▶ Bourton on the Water Hospital
- ▶ Tetbury Hospital

Within the 2gether Foundation Trust, community facilities are also provided for mental health services, mental health resource centres and in facilities offering services to people with learning disabilities.

*Figures based CCG data on the number of people registered at a GP surgery in Gloucestershire



Our Gastroenterology Service

The gastroenterology service for Gloucestershire is organised on a countywide basis. The Consultant Gastroenterologists are: Dr John Anderson, Dr Alex Di Mambro, Dr Richard Makins, Dr Trevor Brooklyn, Dr Hashir Kriel, Dr Ashish Sinha, Dr Roland Valori, Dr Ian Shaw, Dr Paul Dunkley, Dr Coral Hollywood, Dr Simon Hellier, Dr Duncan Napier, Dr Luke Materacki and Prof Jonathan Brown. The Gastroenterology Clinical Lead is Richard Makins, Specialty Director for the service line is Dr Preetham Boddana..

Medical Division:

The Chief of Service is Miss Abigail Tomlins. The Divisional Director of Operations is Kelly Matthews and the Divisional Nursing Director is Gav Hitchman.

Inpatients:

The dedicated gastroenterology ward is at Cheltenham General (18 beds) and the team also provide a daily consultation/ review and inpatient endoscopy service at Gloucestershire Royal Hospital. There is a variable commitment to outlying wards in CGH.

Hepatology Services:

Dr Hollywood and Dr Hellier coordinate the hepatology department and lead the viral hepatitis service, with support of a team of specialist viral liver nurses and a specialist nurse in chronic liver disease.

Our Trust has one of the few hepatology departments in the country able to provide a day paracentesis service led by a specialist team of nurses servicing 300 cases per year. We currently treat 60+ patients per annum for hepatitis C and provide 10 specialist liver clinics per week including a transplant clinic with the aid of a visiting consultant from our tertiary centre. The trust is about to repatriate IR liver services and is heavily involved in recruitment into national and international liver research projects.

Luminal, Nutrition and IBD service:

The IBD service has a strong reputation for innovation and is supported by a team of four IBD nurse specialists who work cross-county, led by Nurse Consultant Sarah York. The service has also been enhanced by the establishment of a specialist nutrition service, led by Dr Di Mambro, with support from a dedicated nutrition nurse and team. There are also specialist dietician led clinics for patients with coeliac disease and IBS.

Endoscopy:

Endoscopy is currently delivered from 4 sites, with 4 procedure rooms at CGH and 3 at both GRH and further activity at Stroud and Cirencester. The service is fully JAG accredited. Gloucestershire Hospitals NHS Foundation Trust was commissioned as one of the Regional Endoscopy Training Centres (Director Dr John Anderson, Deputy Director Dr Paul Dunkley). Regular training courses are held on both hospital sites and details can be found at the website [JETS - Gloucestershire Endoscopy Training Centre Home](#). The training faculty is supported by the local consultants who are encouraged to develop their teaching and training skills. Gloucestershire is also the setting for a new regional Endoscopy Training Academy which will be fully functioning in the Autumn of 2022.

Bowel Cancer Screening:

Gloucestershire Bowel Cancer Screening Centre began screening in February 2007 and adopted the age extension for screening in January 2010. There are currently five screening colonoscopists and five (2.5 wte) SSPs providing screening on both sites.

Gastroenterology technical support and facilities:

- ▶ Gloucestershire Royal Hospital and Cheltenham General Hospital have fully equipped endoscopy units that support diagnostic and therapeutic upper and lower GI procedures, including ERCP and capsule endoscopy. EUS is currently provided by the upper GI surgeons.
- ▶ There are both upper and lower GI Surgical teams who work closely with the gastroenterology service in Gloucestershire.
- ▶ A GI Physiology service provides facilities for manometry and pH studies.
- ▶ Radiology Services – there are CT and MRI scanning facilities on both sites. There are expert radiology consultants with an interest in GI radiology and interventional radiology on both sites. Weekly multidisciplinary team meetings occur with the radiology consultants and GI Surgeons.
- ▶ Histology Services – there is an expert GI histopathology service led by Prof. Shepherd. Histology meetings are held monthly.
- ▶ There are specialist clinics for liver disease and IBD.

Junior staff:

The team are supported by four Specialist Registrars along with core medical and foundation trainees. There are also a number of specialist nurses who support this service along with a recently appointed Physicians Associate.

General Medicine:

The posts will have no on call commitment to General Medicine, although some inpatients may be general medical rather than specialist gastroenterology patients.

Job Title:	Consultant in Gastroenterology (specialist interest to be decided)
Division	Medicine
Department:	Gastroenterology
Responsible and accountable to:	Specialty Director and subsequently the Chief of Service or Medical Director
Grade:	Consultant
Location:	Gloucestershire Royal Hospital & Cheltenham General Hospital

Overview

The Gastroenterology service is provided from both Gloucestershire Royal Hospital and Cheltenham General Hospital, with the inpatient ward base on the Cheltenham site. Additional clinics and endoscopy activity are delivered from a number of Community Hospitals. Other work locations, including off site working, will be agreed in the post-holder's Job Plan where appropriate. The post-holder will be expected to undertake their Programmed Activities at the principal place of work, or other locations agreed in the Job Plan. Exceptions will include travelling between work sites and attending official meetings away from the workplace. The post holder may be required to work at any site within the Trust.

The post could be filled on a whole-time basis. Any candidate who is unable, for personal reasons, to work full time will still be considered for the post. If such a person is appointed, modification of the job content will be discussed on a personal basis. .

This job description will be reviewed regularly. It is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post-holder.

Job purpose

The purpose of the posts is to provide additional Consultant input to the Trust's gastroenterology and endoscopy services. As a senior employee of the Trust, the post-holder will work in close co-operation with, and support, other clinical, medical and managerial colleagues providing high quality healthcare to the Trust's patients.

Integral to the responsibilities of the posts are the following requirements:-

- ▶ To ensure the provision of a first class clinical service
- ▶ To provide effective leadership to all staff engaged in the specialty
- ▶ To sustain and develop teaching and research wherever appropriate
- ▶ To undertake all work in accordance with the Trust's procedures and operating policies
- ▶ To conduct clinical practice in accordance with contractual requirements and within the parameters of the Trust's and Division's services plans
- ▶ To maintain the confidence of business plans and development strategies formulated for the specialty, the Medical Division or the Trust.

This post will enable the Gastroenterology team to further develop the local service.

The post-holder will be expected to contribute to a Consultant led service by allowing an increase in service capacity.

Clinical responsibilities

- ▶ The appointee will be expected to share responsibility for the delivery of high quality care to the patients presenting to the Gastroenterology and Endoscopy Service. This will include participation in the on call rota, Gastroenterology of the Day cover including referral management and advice and guidance, as well as an inpatient list.
- ▶ The successful applicant will be expected to complement the specialist interests of the existing Gastroenterologists within the County. Applications from candidates with a specialist interest in either **Nutrition**, **Hepatology** or **Endoscopic Ultrasound** would be particularly welcome.
- ▶ To support the clinical decision making of junior medical and nursing staff.

Education and training

- ▶ To provide conditions for improved training opportunities in line with national and local recommendations arising out of MMC and related requirements.
- ▶ To participate in the undergraduate teaching programme.

Audit (as agreed with Specialty Director)

- ▶ To promote evidence based practice.
- ▶ To respond appropriately to NICE guidance.
- ▶ To change own and others clinical practice in response to new clinical developments.
- ▶ To undertake and supervise relevant clinical audit topics.
- ▶ To be involved in risk management and quality assurance.
- ▶ To remain up to date and engaged in CPD as per RCP guidelines
- ▶ To respond appropriately to complaints and critical incidents.

Clinical Governance

- ▶ To undertake all work in accordance with Gloucestershire Hospitals NHS Foundation Trust procedures and operating policies
- ▶ To attend accredited conferences and meetings to update personal level of clinical practice, teaching and management skills in line with CME requirements.
- ▶ To participate in an annual Job Planning Review process
- ▶ To participate in the Trust's annual Appraisal process
- ▶ To adhere to Trust Adverse Clinical Incident Policy

Management (as agreed with Specialty Director)

- ▶ To provide medical information for the development of systems appropriate for Trust needs
- ▶ To participate in departmental consultant and senior staff meetings whilst remaining within the framework of the agreed strategy of the Trust and the Department
- ▶ To attend other departmental, Divisional and Trust meetings as necessary
- ▶ To attend regional and national meetings as necessary
- ▶ To undertake all work in accordance with Trust procedures and operating policies

Teamwork

- ▶ To work within the framework of team decisions.
- ▶ To take a whole systems approach to working with the wider health community
- ▶ To show initiative, enthusiasm and flexibility
- ▶

Accountability

- ▶ The post-holder will be immediately accountable to the Specialty Director and Divisional Lead.
- ▶ The post-holder will be expected to undertake appraisal and to respond to any identified development needs

The post-holder will have a general duty of care for their own health, safety and well-being and that of work colleagues, visitors and patients within the hospital. This statutory duty is in addition to any specific risk management or clinical governance accountabilities associated with the posts.

Finally, the post-holder is expected to:

1. Observe the rules, policies, procedures and standards of Gloucestershire Hospitals NHS Foundation Trust together with all relevant statutory and professional obligations
2. Observe and maintain strict confidentiality of personal information relating to patients and staff
3. Be responsible, with management support, for their own personal development and to actively contribute to the development of colleagues

Important information for candidates

If successful, you will have access to vulnerable adults and may have access to children under the provision of Joint Circular No HC(88) 9 HOC8/88 WHC (88) 10. Criminal Records clearance is a job requirement. Therefore, applicants are advised that the appointment will be subject to disclosure of any convictions, bind-over orders or cautions. Attention is also drawn to the provisions of the Rehabilitation of Offenders Act 1974 (Exceptions) (Amendment) Order 1986, which allows convictions that are spent to be disclosed for this purpose by the police and to be taken into account in deciding whether to engage an applicant.

Candidates are asked to note that canvassing of any member of the Advisory Appointment Committee or Gloucestershire Hospitals NHS Foundation Trust Board will disqualify them from appointment. This should not deter candidates from approaching any person for further information about this post.

Contract Appointment will be offered on a Gloucestershire Hospitals NHS Foundation Trust contract. General Terms and Conditions of Service are contained in the “Terms and Conditions, Consultants (England) 2003”. Copies of this are available on-line on the Department of Health website or from the Human Resources Department. Any locally agreed terms, conditions, policies and procedures applicable to this post are available from the Human Resources Department or through the LNC or Human Resources intranet sites.

Relocation The appointee will be required to live within a reasonable travelling distance (normally 10 miles) of the Base Hospital. Reasonable traveling distance will be determined by the Specialty Director. Candidates will be eligible to claim relocation expenses under the terms of the Trust policy.

Salary £79,860 rising by increments to £107,668 per annum (based on 10 PAs 2019/20 pay rates). Full details, including those of seniority, are outlined in the “Terms and Conditions of Service – Consultants (England) 2003” and subsequent amending national pay circulars.

Annual Leave Arrangements It is expected that all leave will be booked at least 8 weeks in advance. The locally agreed leave policy is available on the Local Negotiating Committee website or via Human Resources.

Secretarial Support and Accommodation The post-holder will have secretarial support. Office accommodation will be provided within an office shared with other consultants and/or their secretaries. The post-holder and his/her secretary will be linked to the Trust’s Inflex data collection / discharge summary system and have computer access to radiology, PAS, Trust intranet, e-mail and internet and other hospital systems.

Provisional Job Plan

Annualised Contract

The Gastroenterologists work to an annualised contract, which is reviewed annually at a job planning meeting with the Specialty Director. This contract is based on a 42-week year and sets each individual a target number of endoscopy lists and clinics in line with their job plan. Quarterly updates are circulated by the specialty management team to show how individuals are progressing towards these targets.

This contract allows the flexibility required to backfill lists and clinics efficiently and also recognises extra sessions undertaken by the individuals.

Ward rounds and other activities are also annualised and performance against these targets is assessed at the annual job planning meeting.

This approach to working promotes fairness and transparency and is an innovation that the department is very proud of.

The successful applicant will be expected to work within this form of annualised contract.

Responsibilities - example of likely breakdown of sessions (each PA - 4 hours as per the Consultant Contract, averaged per week)

1) Endoscopy 3.2 sessions/week	3.2 PAs
2) Outpatients 2 sessions/week	2.0 PAs
3) Admin	1.3 PAs
4) Inpatient Ward rounds (2 weeks every 14)	0.8 PAs
5) Weekday referral cover on GRH site (1:10)	0.5 PAs
6) Out of hours endoscopy on-call (1:10)	0.2 PAs
7) SPA	1.5 PAs
8) Weekend Ward rounds & scopes (1:10)	0.5 PAs
Total	10 PAs

Additional information

- ▶ It is anticipated that additional SpA payments could be available for taking on leadership / managerial responsibilities.

The Medical Local Negotiating Committee (LNC) has agreed on behalf of the medical staff body within the Trust a standard allocation of 1.5 SPAs for all new appointments. Core duties are included in the present allocation of 1.5 SPAs but additional SPAs (up to a total maximum of 2.5 SPAs) may be available following discussion with the Specialty Director, depending upon Trust requirements and individual expertise.

In line with the terms and conditions, the final job plan is subject to the agreement of the Trust through the Specialty Director and the appointee.

Consultants provide cover for their colleagues for emergency work whenever they are away. The maximum number of Consultants away at any one time is always subject to the provision of an adequate service for patients

Consultant in Gastroenterology

Qualifications

Essential:

- ▶ Full GMC registration
- ▶ MBBS or equivalent
- ▶ Intermediate or equivalent training in endoscopic procedures
- ▶ Entry on the GMC Specialist Register via
 - CCT (proposed CCT date must be within 6 months of interview)
 - CESR or
 - European Community Rights

Desirable:

- ▶ Additional degrees or diplomas relevant to the specialty

How it will be measured:

CV, Certificates, CCT

Clinical Experience

Essential:

- ▶ General training leading to CCT (or equivalent) in Gastroenterology.
- ▶ Expertise in endoscopic procedures
- ▶ Ability to take full and independent responsibility for clinical care of patients

Desirable:

- ▶ A sub-specialist interest in hepatology that supports or complements those of the existing consultant team.

How it will be measured:

CV, Certificates, CCT, References, Interview, Log Book evidence, Practical tests, Complaints

Motivation and Attitude

Essential:

- ▶ Special interest in Inflammatory Bowel Disease and/or endoscopy.

- ▶ Attitudes to Gastroenterology compatible with the aims and objectives of the existing team and the Trust.

How it will be measured:

CV, References, Interview

Personal Skills

Essential:

- ▶ Communication skills, written and verbal.
- ▶ Ability to work in multi-disciplinary team.
- ▶ Ability to show initiative and enthusiasm.
- ▶ Ability to work under stress.
- ▶ Flexibility, able to adapt to changing circumstances.
- ▶ Ability to take part in and respond to appraisal

How it will be measured:

References, Interview, CV, Psychological testing or Psychological Appraisal, Complaints

Quality Management

Essential:

- ▶ Ability to manage risk.
- ▶ Ability to manage change.
- ▶ Ability to deal with complaints from the public.
- ▶ Experience in audit.
- ▶ Working knowledge of evidence based practice

How it will be measured:

CV, References, Interview

Research and Publications

Essential:

- ▶ Ability to appraise research critically

- ▶ Ability to supervise junior staff undertaking research projects.

Desirable:

- ▶ Publications in peer reviewed journals

How it will be measured:

CV, References, Interview

Management

Essential:

- ▶ Ability to take a whole systems approach to Gastroenterology and Endoscopy work within the context of the hospital as a whole.

Desirable:

- ▶ Experience in service development

How it will be measured:

CV, References, Interview

Teaching

Essential:

- ▶ Training in teaching skills.
- ▶ Involvement in teaching junior doctors and nurses.

Desirable:

- ▶ Training endoscopic trainers course
- ▶ Certificate of education.
- ▶ Involvement in undergraduate education.

How it will be measured:

CV, References, Interview

Information and Technology

Essential:

- ▶ Basic IT skills. Word processing, literature searching.

How it will be measured:

CV, References, Interview