

JOB DESCRIPTION

CONSULTANT GASTROENTEROLOGIST

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OVERVIEW OF EAST LANCASHIRE HOSPITALS NHS TRUST

East Lancashire Hospitals NHS Trust was formed in 2003 from the merger of Blackburn, Hyndburn and Ribble Valley NHS Trust and the Burnley Hospitals NHS Trust. East Lancashire Hospitals NHS Trust provides a caring service to a population of approximately 520,000.

Services are provided from two main sites, the Royal Blackburn Hospital and Burnley General Hospital. The Royal Blackburn Hospital and Phase V at Burnley General Hospital are significant PFI developments.

ROYAL BLACKBURN HOSPITAL

The Royal Blackburn Hospital provides acute services in 503 + 70 day case beds.

The hospital is situated just off Junction 5 of the M65 and is our main hospital site receiving all emergency patients dealing with all emergency inpatient care. All blue light ambulances attend this site.

Services at this site include:

- ED with co-located UCC
- ITU, HDU and POCU
- Radiology including MRI, CT and Isotope scanning
- Acute Surgical Services (General Surgery, Vascular Surgery, Urology, T&O, ENT, Maxillofacial and Surgical Triage Unit
- 11 Operating Theatre complex with Integrated Day Case Unit, 24 hour Emergency Theatre, Angiography Suite

- Endoscopy Unit
- Acute Medical beds, Medical Assessment Unit and Fast Flow wards. Cardiac Unit with 2 Cath Labs
- Centralised Paediatric service
- Learning & Development Centre

BURNLEY GENERAL HOSPITAL

Services at this site include:

- Womens and Newborn Centre including 5 Operating Theatres, Consultant led Maternity Unit, Midwife led Birthing Centre, Level 3 Neonatal Intensive Care Unit
- Urgent Care Centre: A new purpose built building is under construction which will include a children's' assessment and observation area
- Elective Orthopaedic Centre (28 beds and 5 operating theatres)
- Twin theatre Day Case Unit
- Endoscopy Unit
- Paediatric Day Surgery Unit
- Radiology services □ Ophthalmology Unit

OTHER SITES

The East Lancashire Hospice is situated within 1 mile of the Royal Blackburn Hospital and has 10 palliative care beds. In addition, there are community hospitals in Pendle, Accrington and Clitheroe and Rossendale Health Hub provides services from a number of CIRT centres.

LOCAL AREA/POPULATION

The Trust is co-terminus with the local districts of Blackburn with Darwen, Hyndburn, Ribble Valley, Burnley, Pendle and Rossendale. The main urban areas are Blackburn, Accrington, Darwen, Burnley and Rossendale and several other small townships. Each of the local districts contains substantial rural areas including parts of the West Pennine Moors, the Ribble Valley, the Forest of Bowland, Gisburn Forest and Pendle Hill; some of the most outstandingly beautiful countryside in Northern England.

The district is well served by road and rail. There is a major railway line running East to West that connects Preston, Blackburn and Accrington to Burnley and Leeds. There are good rail links to Manchester, Preston and Leeds and the main intercity network.

The district is served by the M6 and M61 to the West, the M66 and M62 to the South, and the M65 to the East. An extension of the M65 linking the M6 and M65 passing within one mile of the major hospitals was completed in 1997.

The district is within reach of the universities of Manchester, Lancaster, Liverpool and Leeds including UCLAN with which ELHT has forged strong links. As well as being close to many urban centres, Blackburn and Burnley are also within easy distance of the Lancashire coast, the Lake District and the Yorkshire Dales.

The district itself is well provided with leisure activities, for both spectators and participants. There are well developed parks, sports grounds and sports centres in the urban community. There are excellent schools in the locality, both state and fee paying. The housing in the area is both to a high standard and is reasonably priced. The local population looks to the district's health services for most of their health needs.

DEMOGRAPHIC FEATURES

In comparison with England and Wales as a whole, the Trust has a higher proportion of the population between the ages of 0-14 and a lower proportion of the population between the ages of 15-64. This trend is set to increase with projected increases of about 5% in the population between 0-14. From census data, when compared with the rest of the region, this district has the third highest proportion of households where the head of the household was born in the New Commonwealth or Pakistan.

Strategic Framework



Our Vision:

To be widely recognised for providing safe, personal and effective care



Our Objectives:

Put safety and quality at the heart of everything we do
Invest in and develop our workforce
Work with key stakeholders to develop effective partnerships
Encourage innovation and pathway reform, and deliver best practice
Become a successful foundation trust



Our Values:

- Put patients first
- Respect the individual
- Act with integrity
- Serve the community
- Promote positive change



Our Operating Principles

Quality is our organising principle.
We strive to improve quality and increase value.
Clinical leadership influences all our thinking
Everything is delivered by and through our clinical divisions
Support departments support patient care
We deliver what we say we will deliver
Compliance with standards and targets is a must.
This helps secure our independence and influence.
We understand the world we live in, deal with its difficulties
and celebrate our successes.



Our Improvement Priorities

Reducing mortality
Avoiding unnecessary admissions
Enhancing communications and engagement
Delivering reliable care
Timeliness of care

Safe | Personal | Effective

www.elht.nhs.uk

JOB SUMMARY

THE POST

An exciting opportunity has arisen for an exceptional individual to join the dynamic gastroenterology team at ELHT. The successful candidate will join 11 other experienced substantive consultants, and will take a particular interest in specialist hepatobiliary work. ELHT is a Tertiary centre for hepatobiliary surgery and receives a high volume of external referrals for specialist hepatobiliary work, including interventional endoscopy.

The service has had significant recent investment and is undergoing a complete equipment refresh and has recently opened its 8th procedure room.

The post holder will work in a ward in an on/off ward system with a rotation of 2 in 8. When on the wards there will be daily consultant ward rounds with reduced elective activity and increased elective sessions when off the ward. Annual leave and study leave should be taken during the off ward periods.

There are 1.25 PA commitments to a 1:10 weekend rota for acute upper GI bleeding. The On Call duties also include review of selected patients on Gastroenterology wards in addition to some input to the Medical Assessment Unit.

The clinical director will consider time off in lieu of weekends worked.

RESPONSIBILITIES:

- To take a shared role in the development of the gastroenterology service in conjunction with the management team and consultant colleagues in gastroenterology.
- To provide ongoing care of patients on acute wards at RBH in partnership and consultant colleagues.
- To develop and promote services that minimise hospital stay and maximise opportunities for recovery and independent living.
- To participate in on call duties as agreed between the appointee and Clinical Director for Gastroenterology
- To take part in agreed provision of cover for consultant colleagues during leave.
- To participate in medical C and clinical governance with particular reference to the junior medical staff.
- In due course, to provide professional supervision, director and training to the junior medical staff.
- In due course, to participate in undergraduate and postgraduate teaching.
- To attend meetings of the Directorate of Gastroenterology and any other pertinent management meetings as deems necessary.

The Post holder will also participate in the Out of Hour GI Bleed rota of 1:10. For further details, please contact Dr Joseph Collum, Consultant Gastroenterologist and Clinical Director, on 01254 733030.

Informal arrangements for mentoring exist within the Integrated Care Group Division. There is also a well-established coaching scheme for consultants under the auspices of the

postgraduate education department. The consultant staff are supported by a dedicated gastroenterology business manager and assistant business manager. They will also work closely with a varied team of experienced specialist nurses, ANPs and nurse endoscopists.

TERMS AND CONDITIONS OF SERVICE

This post is subject to the New Consultant Contract 2003.

A satisfactory medical examination is a condition of employment for Medical and Dental staff in the NHS.

Candidates are requested to note that any person recommended for appointment in connection with this post will be referred to the DBS (Disclosure & Barring System) for their clearance.

Please note: In line with other NHS organisations in the North West Region, the Trust is now passing the charge for undertaking a DBS check on to candidates in the event they are successfully appointed into the post for which they have applied. Candidates can choose whether to pay this over 1-3 months as a deduction from the monthly salary. By applying for this vacancy you are agreeing to this undertaking in the event you are successfully appointed.

TEACHING

We have a very active learning and development centre and we teach an increasing number of medical students and all grades of medical trainees. We actively encourage all relevant consultant staff to undertake teaching and educational supervision roles, following the appropriate training. Teaching is a fundamental part of our continuing improvement culture. We rate amongst the highest in the North West in the evaluation of our teaching programmes

The post holder will be expected to keep up to date with developments within medical education and his/her own specialty by attending appropriate conferences and study courses.

RESEARCH

There are ample opportunities and facilities for research, which is supported locally through the Research and Development Committee. There is also active support from the Universities of Lancaster, Central Lancashire and Manchester, with which there are collaborative projects.

CONTINUING CARE

The appointee will be responsible for the continuing care of patients in his/her charge and for the proper functioning of his/her department.

SECRETARIAL SUPPORT

Secretarial support will be available for this post.

MANAGEMENT RESPONSIBILITY

All Consultants are required to attend the monthly departmental and Directorate Meetings. Post holders will be expected to share in administrative duties allocated by mutual agreement within the Directorate.

STANDARDS OF CONDUCT

The post holder will conduct duties with regard to the Trust's Vision and Values detailed on page 4 of this Job Description.

GOVERNANCE

i) CONTINUING PROFESSIONAL DEVELOPMENT

The appointee is expected to undertake CPD activities, in accordance with the relevant College's and Trust's requirements. There is a funded study leave allocation of 30 days/3 year cycle. The funding for this is as per the trust guidelines.

ii) APPRAISAL

The post holder, in common with all posts in the Trust, will participate in the Trust's appraisal process. This is a requirement of your contract of employment and also the cornerstone for GMC Revalidation. The trust is committed to support all staff with appraisals and revalidation.

iii) SAFE AND EFFECTIVE CARE FOR PATIENTS

The Trust is committed to providing safe and effective care for patients. To ensure this there is an agreed procedure for Medical staff that enables them to report quickly and confidentially, concerns about the conduct, performance or health of medical colleagues (Chief Medical Officer 1996).

All Medical staff practising in the Trust should ensure that they are familiar with the procedure and should apply it.

iv) RISK MANAGEMENT

It is a standard element of the role and responsibility of all staff of the Trust that they fulfil a pro-active role towards the management of risk in all of their actions. This entails the risk assessment of all situations, the taking of appropriate actions and reporting of all incidents, near misses and hazards.

v) TRUST POLICIES AND PROCEDURES

All staff should ensure that personal action and conduct comply with Trust Policies and Procedures, e.g. Infection Control, Health and Safety, Fire Procedures, No Smoking Policy, Equal Opportunities, Confidentiality, etc.

RECORDS MANAGEMENT/DATA PROTECTION ACT

As an employee of the Trust, you have a legal responsibility for all records, including patient health, financial, personal and administrative, that you gather or use as part of your work within the Trust. The records may be paper, electronic, microfiche, audio, video tapes, x-ray images etc. You must consult your Manager if you have any doubt as to the correct management of the records with which you work.

HEALTH AND SAFETY REQUIREMENTS

All employees of the Trust have a statutory duty of care for their own personal safety and that of others who may be affected by their acts or omissions. Employees are required to co-operate with Management to enable the Trust to meet its own legal duties and to report any circumstances that may compromise the health, safety and welfare of those affected by the Trust undertakings.

CONFIDENTIALITY AND INFORMATION SECURITY

As a Trust employee you are required to uphold the confidentiality of all records held by the Trust, whether patient records or Trust information. This duty lasts indefinitely and will continue if you are no longer employed by the Trust.

All the information which identified individuals in whatever form, paper, picture, electronic data, images or voice, is covered by the Data Protection Act 1988 and should be managed in accordance with this legislation.

EQUAL OPPORTUNITIES

The Trust provides a range of services and employment opportunities for a diverse population. As a Trust employee you are required to treat all patients, customers, visitors and work colleagues with dignity and respect irrespective of their background.

Safeguarding

All employees have a responsibility for safeguarding and promoting the welfare of children and vulnerable adults. Our induction programme covers essential requirements and further guidance can be sought from your Line Manager.

The purpose of this document is to act as a guide to the duties which may be required. It is not an exhaustive list and other duties may be required in accordance with the grade of the post and the competence of the post holder. The Job Description, from time to time, may be subject to review and change following consultation with the post holder.

For further information, please contact:

Joseph Collum
Clinical Director Gastroenterology & Endoscopy
Joseph.Collum@elht.nhs.uk

The Gastroenterology Department

The Department is currently staffed as follows:

Dr J Collum	Consultant Physician & Gastroenterologist Clinical Director IBD Lead Interests – Inflammatory Bowel Disease
Dr Y Reddy	Consultant Gastroenterologist Interests – ERCP, HPB
Dr C E F Grimley	Consultant Physician & Gastroenterologist Endoscopy Training Lead Interests – Endoscopy Training, Nutrition
Dr S Al-Rubaye	Consultant Physician & Gastroenterologist Endoscopy Clinical Lead Interests – Hepatology, therapeutic endoscopy
Dr D A F Lynch	Consultant Physician & Gastroenterologist (Director of Undergraduate Education) Interests – IBD, Coeliac disease, ERCP
Dr H Hatab	Consultant Physician with an interest in gastroenterology Interests – Luminal Gastroenterology, Hepatology, therapeutic endoscopy
Dr S Soteriadou	Consultant Gastroenterologist Interests – IBD, Education
Dr V Mahesh	Consultant Gastroenterologist Interests – ERCP, Nutrition
Dr F Alani	Locum Consultant Endoscopist Interests –Therapeutic endoscopy
Dr I Gkikas	Consultant Gastroenterologist/Hepatologist Interests – Luminal Gastroenterology, Hepatology, therapeutic endoscopy
Dr S McClements	Consultant Physician & Gastroenterologist Interests - Hepatology

Dr C Meaden

Consultant Gastroenterologist

Interests – ERCP, Luminal Gastroenterology, Hepatology, therapeutic endoscopy

There are several Specialist Nurses in Hepatitis 'C', upper GI and hepatobiliary cancer, lower GI cancer, inflammatory bowel disease, nutrition and an ANP.

The service is comprehensive across the whole of gastroenterology, including ERCP and EUS. The full range of therapeutic endoscopy is provided, there is a weekly nutrition support team meeting and a quarterly nutrition steering group meeting.

There are strong links and regular weekly meetings with surgical colleagues, Radiologists and Histopathologists

There are seven Nurse Endoscopists, undertaking a variety of endoscopy work between them, e.g. upper GI endoscopy, flexible sigmoidoscopy, plus flexible sigmoidoscopy / colonoscopy.

There are four ST+3, specialising in gastroenterology – rotating through Blackburn and Burnley sites in a modular fashion. They are given ample opportunity to develop Endoscopy, outpatient and inpatient training.

Draft Job Plan

INDICATIVE JOB PLAN – OFF WARD (6/8)

Elective work is undertaken at RBH/BGH and Rossendale Hub

CONSULTANT GASTROENTEROLOGIST GENERIC

(The job plan of the appointee may differ significantly from this example and will be formulated through mutual agreement between the appointee and clinical Director – additional PAs beyond 10 will be available. Timings are indicative)

EAST LANCASHIRE HOSPITALS NHS TRUST JOB PLAN									
DAY	START	FINISH	LOCATION	WORK	CATEGORY				
					DC	SPA	Add	Ext	Total
Monday	08.30	12.30	BGH	OPD	1.0				
	13.00	14.00	BGH	XRAY MEETING	0.25				
	14.00	15.00	RBH	ADMIN(flex)	0.25				
Tuesday	0830	12.30	RBH	ENDOSCOPY	1.00				
	1300	1700	RBH	SPA(flex)		1.0			
Wednesday	0830	1300	BGH	OPD	1.00				
	1300	1400	RBH	MDT	0.25				
	1430	1630		Admin	0.50				
Thursday									
	08:30	12:30	RBH	ENDOSCOPY	1.00				
	13:00	14:00	RBH	Admin	0.25				
Friday	08.30	12.30	RBH	ENDOSCOPY	1.00				
	1300	1400	RBH	MDT	0.25				
	1500	1700	RBH	SPA	0.5	0.5			

TOTAL PA's									
	1PA on call duties (wards)				1.00				
	GI bleed rota				0.25				
					8.50	1.5			
					10.00				

INDICATIVE JOB PLAN – ON WARD (2/8)

Wards and acute work are based at RBH

CONSULTANT GASTROENTEROLOGIST GENERIC

(The job plan of the appointee may differ significantly from this example and will be formulated through mutual agreement between the appointee and clinical Director- additional PAs beyond 10 will be available. Timings are indicative)

EAST LANCASHIRE HOSPITALS NHS TRUST JOB PLAN									
DAY	START	FINISH	LOCATION	WORK	CATEGORY				
					DC	SPA	Add	Ext	Total
Monday	09:30	12:30	RBH	WARD ROUND	1.0				
	14:00	15.00	RBH	INREACH/Ref	0.25				
	15.00	17.00	RBH	SPA		0.5			
Tuesday	0930	12.30	RBH	WARD ROUND	1.0				
	1300	1700	RBH	SPA (flex)		1.0			
Wednesday	08.30	1130	RBH	WARD ROUND	0.75				
	1230	1430	RBH	INREACH/Refs	0.25				
Thursday									
	08:30	1230	RBH	WARD ROUND	1.00				
	13.00	17.00	RBH	IP ENDO	1.00				

Friday									
	1030	12:30	RBH	WARD ROUND	1.00				
	1300	1700	RBH	ENDOSCOPY	1.00				
	1PAON CALL DUTIES (WARD)				1.00				
	GI bleed rota				0.25				
					8.50	1.5			
TOTAL PA's					10.00				

JOB PLAN COMMENTS

1. **Clinics- 4 hour clinic (4 New and 8 Follow up)**
2. **Wards – 24 bed ward Supported by one physician associate per ward and at least 2 junior doctors at a time.**
3. **Referrals – managed electronically and in person. Supported by ST3+ and clinical fellows**
4. **Flexible working – fully supported by the trust and department. Admin and SPA may be worked flexibly in most cases.**
5. **On Call duties – involve 24 hour GI bleed cover and weekend review of new/unwell patients. Frequency is usually 1/12 or less.**
6. **Annual Leave: Colleagues will attempt to facilitate any 'swaps' required if Annual Leave is required during Ward/On Call blocks.**

7. **Any On Call duties that encroach Bank Holidays will attract a 'lieu day' of annual leave**

FURTHER INFORMATION REGARDING JOB PLANS

The final job plan will be agreed by mutual discussion between appointees and Clinical Director considering individual needs, family circumstances, departmental requirements and professional development needs.

The job plan included is indicative only.

The Department are committed to supporting adequate work/life balance and the wellbeing of consultant team members.

OFF WARD

1 x OP clinics - 4N 8FU (1 PA per clinic)

3 x Endoscopy sessions 10-12 units (1 PA per session)

Admin 1.5 DCC PA

SPA 1.5

On call 1.25 PA

X rayMDT 0.25

HPB MDT 0.25

[9.25 PA total]

ON WARD (2/12 frequency)

Daily WR 24 patients -AM session (5 PAs)

Inreach/Referrals/Outliers (supported by ST trainees) - PM session (except 1 x PM IP list as per rota) [5 PAs]

On call 1.25 PA

SPA 1.5

[12.75 PA total]

OVERALL PA ACROSS 12 WEEK ROTA CYCLE = 10PA [DCC 8.5, SPA 1.5]

ON CALL FREQUENCY - 1/12

POST TAKE WARD ROUNDS - not currently required.

MENTORING - each newly appointed consultant will be allocated a named consultant mentor

PERSON SPECIFICATION

CONSULTANT GASTROENTEROLOGIST (LUMINAL)

FACTORS	ESSENTIAL	DESIRABLE	IDENTIFICATION
QUALIFICATIONS/ FORMAL LEGAL REQUIREMENTS.	Entered on the GMC Register Independent in EUS FNA & FNB MRCP or Equivalent CCT in gastroenterology or equivalent or	Higher Degree	Certificates
EXPERIENCE	Eligible for inclusion on the GMC specialist register in gastroenterology and general (acute) medicine or equivalent. Independent in diagnostic and therapeutic upper and	Experience at consultant level within the NHS	Certificates and CV

	<p>lower GI endoscopy.</p> <p>Previous experience with specialist hepatobiliary medicine and endoscopy</p>	<p>Evidence of additional/advanced training in endoscopy</p> <p>Past experience or credential as an endoscopy trainer</p>	<p>Certificates/Logbook</p> <p>CV & certificates</p> <p>CV & Interview</p>
SPECIAL KNOWLEDGE	<p>Comprehensive clinical experience of gastroenterology and general (acute medicine)</p>	<p>Evidence of participation in research and audit.</p> <p>Publications in peer reviewed journals</p>	<p>CV and interview</p> <p>Published papers</p>
TRAINING EXPERIENCE	<p>Enthusiasm for the supervision and teaching of junior medical staff and other health care professionals</p>	<p>Formal tuition and/or qualification in teaching/training skills</p>	<p>Attendance at courses, certification of teaching skills etc. Application form and interview</p>

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PRACTICAL/ INTELLECTUAL SKILLS	Good communication skills and multidisciplinary team working.	Formal tuition in leadership skills.	Application form Interview.
	Clinical leadership skills Ability to manage an acute unselected general (acute) medical take		
PHYSICAL REQUIREMENTS	Agree to live within a reasonable distance of the Trust Able to travel to meet the requirements of the post Satisfactory medical clearance from Occupational Health. Free from disabilities or illness that would prevent clinical management of patients. Immunised against Hepatitis B		Application form and references

DISPOSITION	Ability to establish and maintain good working relations with colleagues and with patients and carers.		Interview
	Ability to work as part of a multi-disciplinary team. Ability to work to deadlines.		