APPPOINTMENT OF A
CONSULTANT
GASTROENTEROLOGIST WITH A
SPECIAL INTEREST IN HEPATOLOGY

JOB DESCRIPTION

November 2018
INTRODUCTION
We are looking to appoint a Consultant Gastroenterologist with a special interest in Hepatology to join our existing team. The Department of Gastroenterology provides a service to the county of Shropshire and Mid Wales and currently consists of 10 full time (including one locum) Consultant Gastroenterologists working within a single management structure across both hospital sites. Although the service is currently based at both hospital sites the health economy is about to enter formal public consultation on a single Emergency Department and Critical Care facility.

We are looking for an enthusiastic and highly skilled individual to join us. The appointee will be fully trained in the management of a wide range of Acute and chronic Gastroenterology and Hepatology conditions. In addition, we would welcome applicants with specialist training in subspecialty and/or transplant Hepatology.

This post is a replacement post and will support the current Hepatology Consultant team and one Hepatology clinical nurse specialist to help deliver hospital based general Hepatology services. Local hepatology services include Fibroscan assessment, an established hepatitis C treatment service with formal multidisciplinary weekly meetings, and a viral hepatitis antenatal MDT. We also in-reach and provide antiviral treatment at HMP Stoke Heath. The Hepatitis C service is part of the West Midlands HCV ODN. There is a well-established commissioned Hospital based Alcohol Liaison Team working closely with community services.

There is local provision of hepatobiliary EUS, diagnostic and biopsy services and ERCP. Interventional radiology at SaTH provides percutaneous and transjugular liver biopsy services. There are close links with the hepatobiliary surgical, transplant and hepatology teams at Queen Elizabeth Hospital, Birmingham. QEH provides surgical resection services for hepatobiliary cancer, and interventional services for transarterial chemoembolization (TACE) and radiofrequency ablation (RFA). QEH provides a TIPSS service for acute variceal bleeding and refractory ascites. Transplant assessment and transplant take place at QEH but good links exist for post-transplant follow up to be facilitated locally. We also have excellent links with our well-developed R&D department participating actively in both Gastroenterology and Hepatology portfolio and industry studies.

The post holder will contribute to in-patient Gastroenterology services at SaTH. The post will attract 10 PA’s. If suitable applicants were interested this post could be filled on the basis of part-time, flexible working or job-share appointments. Support will also be available to train in EUS should the successful candidate wish to develop this skill.

THE POST
You will rotate equitably with our other Consultant Gastroenterologists to perform a Consultant of the week every 4 to 5 weeks depending on appointments. During these single weeks you will carry out no elective activity and work on a single site. During this week you will work one of the Gastroenterology wards, currently 25G at Royal Shrewsbury Hospital (RSH) and Ward 11 at Princess Royal Hospital (PRH)). It is planned that the Gastroenterology bed base will move to a single site once public consultation is complete. The ward rotation will then be approximately 1 week in 10.
When rotated off the ward, the ward round sessions will be replaced with Endoscopy lists and clinics. The Gastroenterologists have no Acute Medical commitment apart from on-going in-patient care of patients transferred to the Gastroenterology wards. These patients are predominantly Gastroenterological and will have been seen by, and a treatment and management plan initiated by, the admitting Consultant on the post take ward round. While covering the in-patients 5 Consultant ward rounds per week are routinely performed, see illustrative timetable below, and in-patient referrals seen. Total in-patient load is less than 30 patients at either site. The Consultant Gastroenterologists participate in a 1:9 (1:10 with 10th Consultant) Gastroenterology on-call rota across both sites, primarily for the management of severe Upper GI Haemorrhage but to offer advice on the management of other Gastroenterological conditions. When on-call at the weekend the Consultant will visit and review Gastroenterology in-patients as required.

At any one time, there is one Gastroenterologist on each site responsible for in-patients and ward referrals. At PRH, there are 2 Specialist trainees on the West Midlands Gastroenterology / GIM rotation, one CT2, and 1 FY1. There is similar Junior staff support at RSH, but with 1 Specialist trainee. You will be expected to supervise Junior Doctors.

Additional information about the post
The post holder will have full-time secretarial support with an adequately equipped office that will include a computer with access to Trust IT facilities.

There is a Medical Audit department that supports Audit in the Trust. National audits are prioritised and in-house audits are prioritised for support according to demand and relative need.

The post holder will supported to obtain the relevant amount of continuing Professional Development that is recommended for Revalidation and this will include a mix of in house CPD within SPA allocation as well as study leave.

The post holder will be supported to revalidate with a well-organised appraisal system and access to revalidation/appraisal database/portfolio.

A typical clinic will have approximately 18 slots (one new patient = 2 slots, 1 follow up = 1 slot)

Gastroenterologists currently take part in an on call Rota. As the national requirements for 7 day services develop then weekend working may involve more time with consequent reduction in PAs/days programmed in the week (a form of time of in lieu).

The post holder will be allocated a mentor.
**DEPARTMENT OF GASTROENTEROLOGY**

Gastroenterology services are currently provided by nine substantive Consultants and one Locum Consultant working on both sites. The current group have Special Interests in Hepatology, advanced therapeutic endoscopy, inflammatory bowel disease, nutrition and training. We are a JAG approved centre to run Basic Skills Colonoscopy courses and TTT courses and are aiming to run upper GI courses in the near future.

You will be expected to complement and enhance the current service. The Consultants are supported by Specialist Nurses in Endoscopy, Inflammatory Bowel Disease, Upper GI cancer, Viral Hepatology, GI Physiology and Bowel Cancer Screening. We carry out high resolution oesophageal manometry, 24hr impedance and 24 pH studies and in addition, we offer the BRAVO capsule (96hr pH telemetry service for selected patients).

There is a close working liaison with the Upper and Lower GI Specialist Surgical teams.

**Gastroenterology Senior Staff**

11 Consultant Physicians have an interest in Gastroenterology:

Dr J M Bateman  
Dr J R Butterworth  
Dr E Harrison  
Dr J I W Jones  
Dr D G Maxton  
Dr K Rye, Consultant Hepatologist  
Dr M S H Smith  
Dr M Mahgoub (Locum post)  
Dr G A Townson  
Dr U Thalheimer  
Dr C Hunt (to commence January 2019)

Kerry Malpass, Operations Manager  
Senior Sister Alison Mattey, Endoscopy Sister (PRH site)  
Senior Sister K Butterworth, Endoscopy Sister (RSH site)  
S Harnden, Advanced Nurse Practitioner in Endoscopy  
K Bishop, Advanced Nurse Practitioner in Endoscopy

Additional Endoscopy support is provided by eight Colorectal Surgeons, three Upper Gastrointestinal Surgeons and six Nurse Endoscopists.
**OUR SERVICES**
There are modern three room Endoscopy suites on both sites. There are X-ray screening facilities (image intensifiers) in both Departments. Olympus equipment is used, and over 14,000 procedures per year are performed. The following services are provided:

- Diagnostic and Therapeutic Upper GI Endoscopy
- Flexible Sigmoidoscopy/Colonoscopy including “large polyp” service (EMR/ESD)
- ERCP
- Endoscopic Ultrasound
- Capsule Endoscopy
- Fibroscan

**NURSE LED SERVICES**

- Upper GI Cancer Clinical Nurse Specialists
- Breath Tests
- Oesophageal Motility & 24 Hour PH Measurement
- Anal physiology
- Fibroscan
- Hepatitis C Clinic
- IBD Clinical Nurse Specialists
- Bowel Cancer Screening (Bowel Scope)
- Biologic infusion service
**PROPOSED JOB PLAN**

Please note timings may vary depending on individual and Trust requirements

(Off ward)

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<td>Clinic (1 PA)</td>
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<td>TUESDAY</td>
<td>SPA (1PA)</td>
<td>UGI MDT RSH (0.25 PA) Clinical Admin 0.5 PA</td>
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<td>WEDNESDAY</td>
<td>List (1PA) Clinical Grand Round PRH/RSH (0.25 PA)</td>
<td>Hepatology MDT (1PA)</td>
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<td>SPA 0.5 PA Clinical Admin 0.5 PA</td>
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(On ward – consultant of week)

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<td>In patient referrals 1 PA and seeing relatives</td>
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Direct Clinical Care 7.5 PAs on average per week
(clinical activity, clinically related activity, predictable and unpredictable emergency work)
1 PA on average per week (on-call duties –)

Clinic templates are for 3.5 hours to allow 0.5 hours for additional clinic related admin (phone calls, time to admit from clinic) within the 1 PA allocated

Supporting Professional Activities 2.5 PAs on average per week
1 of these will be to support appraisal and revalidation. The remaining are to be directed at Trust priorities and might include educational supervision, lead roles, and other activities to be reviewed annually as part of the job planning process. SPA time sufficient for quality assurance activities will be provided. Direct Clinical Care PA time will be sufficient to deal with the clinical admin generated by inpatient, outpatient and endoscopic activity.
**Out of Hours Activity**
There will be a requirement to take part in an on call rota primarily for GI bleeds with a frequency of approximately 1 in 10. Weekend on call will require on site input on Saturday and Sunday mornings, as well as an on call from home to advise on other gastroenterological cases.

**TRANSFORMING CARE INSTITUTE**
The Trust is proud to have been working collaboratively with the Virginia Mason Hospital in Seattle, widely regarded as one of the safest Hospitals in the World. After the first 12 months we have progressed with a number of ‘Value Streams.’ Doctors, Nurses, Allied Health Professionals and Colleagues from Virginia Mason are working together to transform Healthcare at The Shrewsbury and Telford Hospital NHS Trust and share our learning across the Country. We are one of only five Trusts across the UK working with Virginia Mason and NHS Innovation. Our current Value Streams are Respiratory Discharge, Sepsis, Workforce and Recruitment and Outpatients. Sponsor teams have ownership of the programme and run Rapid Process Improvement weeks that allow our workforce to try new processes and procedures that may improve the care we offer to our patients. Any proposals made are tested, measured and fully supported to ensure that they become embedded into our normal daily work and remain sustainable in the long term. This process aligns to our Organisational Strategy putting our ‘Patients First’ and reflects the Values of our Trust.

Our Kaizen Promotion Office (KPO) provides the support for this work. Every Value Stream has full Executive support and the entire Executive team has an important role to play on the Guiding team and our overall Transformation programme. We are very proud of our achievements to date and are looking for ways to engage with all of our staff through our Transformation work and our Leadership Academy launching in November 2016. There will be many opportunities for you to become involved in our KPO and value Stream work and we will be able to provide you with help and guidance independent of your level of expertise. We have a unique opportunity to make a difference and we hope that you will want to be a part of our journey.

**EDUCATIONAL ACTIVITIES**
Postgraduate activities are based in the Education Centre at the Princess Royal Hospital, which has a Medical library, a lecture theatre and a number of seminar rooms and in the Shropshire Education Conference Centre (SECC) at The Royal Shrewsbury Hospital. Regular Clinical presentations and Clinical audit meetings are held and there is a busy programme of activities for General Practitioners and Hospital Staff.

SaTH is a major centre for undergraduate medical training with over hundred fourth and fifth year students from Keele University placed in the county.
OFFICE AND SECRETARIAL SUPPORT
You will have an office with a full range of facilities including desktop PC. You will be supported by a full time secretary, and additional administrative staff supporting the existing Gastroenterologists.

RESEARCH
It is usual for the Trust to be participating in many research projects at any time. Every effort would be made to accommodate a particular research interest you may have, particularly if trainee members of the Department could be incorporated in the methodological and practical stages.

AUDIT
Great importance is placed upon audit within the Shrewsbury and Telford Hospital NHS Trust and you will be expected to contribute to this as part of your role; the Trust has a fully staffed Audit Department at both Hospitals with extremely well-organised teams.

APPRAISAL, REVALIDATION AND MENTORSHIP
The Trust has the required arrangements in place, as laid down by the Royal College of Physicians, to ensure that all Doctors have an annual appraisal with a trained appraiser and supports all Doctors going through the revalidation process.

The Trust supports the Royal College of Physicians guidance on provision of mentors for new Consultants, in line with GMC recommendations. This will be provided within the Trust.

A formal review of the job plan will be performed at least annually. Appropriate educational and training needs will be supported by the Trust in, as agreed with the LNC (for example, the approval and funding of study leave).

An annual job plan review at individual and departmental level is being introduced. You will be expected to participate in this exercise.

We will be required to register SaTH as your designated body via the GMC to ensure that you are set up on the Equiniti revalidation system; we will complete this as soon as possible upon your commencement with the Trust.

The Trust also supports the requirements for continuing professional development as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities.
TERMS AND CONDITIONS OF SERVICE
The appointment is full-time / part-time and the successful candidate will be appointed on the Terms & Conditions Consultants (England) 2003.

Salary Scale (MC72): £77,913 - £105,042 per annum for 10 Programmed Activities (as of October 2018)

The post holder:
- will be in possession of a recognised medical / dental qualification and full registration with the General Medical Council and continue hold a licence to practise.
- is advised to be a member of a recognised medical defence society or be suitably insured. Trust insurance does not cover work undertaken outside the Trust other than caring for patients and work of the Trust.
- will be expected to make sure that there are adequate arrangements for hospital staff involved in patient care to be able to contact him / her when necessary.
- will be expected to reside within 30 minutes or 10 miles by road of the base hospital whilst on call.
- will not be permitted to commence employment until a full medical examination has been completed with a satisfactory result or the Occupational Health Physician has satisfied himself that a full examination is not necessary. The completion of a satisfactory health questionnaire is a condition of employment.
- will not be permitted to commence employment until full clearance has been received from the Disclosure Barring Service.

The Trust operates a no smoking policy.

The Trust values its diverse workforce and is committed to taking all necessary steps to ensure that individuals are treated equally and fairly and to taking positive action to promote equal opportunities.

ACCOMMODATION
The Trust offers single residential accommodation for medical staff depending on availability. The Trust only provides single accommodation so private rental would need to be arranged for family accommodation.

OTHER FACILITIES
There is an active Doctors Mess run by the Junior Doctors Mess Committee which organise social events, parties, outings etc. There are on-site fitness centres (a membership fee is payable) available to all members of staff.

STAFF BENEFITS
There are a number of staff benefits schemes which attract tax reductions if joined. This includes a discount on the staff car parking charge, staff gym membership, on-site crèche/childcare provision and access to NHS Discounts schemes.
VISITING
Candidates interested in this post are encouraged to discuss the Job Description further and to visit the department. Please contact Dr John Jones, Deputy Medical Director and Consultant Gastroenterologist or Dr Kara Rye, Consultant Hepatologist

| Dr John Jones | 01743 261604 |
| Dr Kara Rye   | 01952 641222 Extension 4548 |

STATEMENTS

Health & Safety
As an employee of the Trust you have a responsibility to:
- take reasonable care of your own Health and Safety and that of any other person who may be affected by your acts or omissions at work; and
- co-operate with the Trust in ensuring that statutory regulations, codes of practice, local policies and departmental health and safety rules are adhered to; and
- not intentionally or recklessly interfere with or misuse anything provided in the interests of health and safety.

Infection Prevention and Control
The prevention and management of acquired infection is a key priority for the Trust. Any breach of infection control policies is a serious matter which may result in disciplinary action. As an employee of the Trust you have a responsibility to:
- ensure that your work methods are compliant with the Trust’s agreed policies and procedures and do not endanger other people or yourself; and
- be aware of infection prevention and control policies, practices and guidelines appropriate for your duties and you must follow these at all times to maintain a safe environment for patients, visitors and staff; and
- maintain an up to date knowledge of infection prevention and control, policies, practices and procedures through attendance at annual mandatory updates and ongoing continuing professional development; and
- challenge poor infection prevention and control practices of others and to report any breaches, using appropriate Trust mechanisms (e.g. incident reporting policy).

Information Governance
The Trust is committed to compliance with Information Governance standards to ensure that all information is handled legally, securely, efficiently and effectively. You are required to comply with the Trust’s Information Governance policies and standards. Failure to do so may result in action being taken in accordance with the Trust’s Disciplinary Procedure.

- Confidentiality and Security - Your attention is drawn to the confidential nature of information collected within the NHS. Whilst you are employed by the Trust you will come into contact with confidential information and data relating to the work of the Trust, its patients or employees. You are bound by your conditions of service to respect the confidentiality of any information you may come into contact with which identifies patients, employees or other Trust personnel, or business information of the Trust. You also have a duty to
ensure that all confidential information is held securely at all times, both on and off site.

- **Disclosure of Information** - The unauthorised use or disclosure of information relating to the Trust’s activities or affairs, the treatment of patients or the personal details of an employee, will normally be considered a serious disciplinary offence which could result in dismissal. Upon leaving the Trust’s employment and at any time thereafter you must not take advantage of or disclose confidential information that you learnt in the course of your employment. Unauthorised disclosure of any of this information may be deemed as a criminal offence. If you are found to have permitted the unauthorised disclosure of any such information, you and the Trust may face legal action.

- **Information Quality and Records Management** - You must ensure that all information handled by you is accurate and kept up-to-date and you must comply with the Trust’s recording, monitoring, validation and improvement schemes and processes.

**Professional Standards and Performance Review**
As an employee of the Trust you have a responsibility to:
- participate in statutory and mandatory training as appropriate for the post; and
- maintain consistently high personal and professional standards and act in accordance with the relevant professional code of conduct; and
- take responsibility for the maintenance and improvement of personal and professional competence and to encourage that of colleagues and subordinates; and
- Participate in the Trust’s appraisal processes including identifying performance standards for the post, personal objective setting and the creation of a personal development plan in line with the KSF outline for the post.

**Safeguarding Children and Vulnerable Adults**
- We all have a personal and a professional responsibility within the Trust to identify and report abuse. This may be known, suspected, witnessed or have raised concerns. Early recognition is vital to ensuring the patient is safeguarded; other people (children and vulnerable adults) may be at risk. The Trust’s procedures must be implemented, working in partnership with the relevant authorities. The Sharing of Information no matter how small is of prime importance in safeguarding children, young people and vulnerable adults.
- As an employee of the Trust you have a responsibility to ensure that:
  - You are familiar with and adhere to the Trust’s Safeguarding Children procedures and guidelines.
  - You attend safeguarding awareness training and undertake any additional training in relation to safeguarding relevant to your role.

**Social Responsibility**
The Trust is committed to behaving responsibly in the way we manage transport, procurement, our facilities, employment, skills and our engagement with the local
community so that we can make a positive contribution to society. As an employee of the Trust you have a responsibility to take measures to support our contribution and to reduce the environmental impact of our activities relating to energy and water usage, transport and waste.