



Consultant in Gastroenterology Recruitment Briefing

Introduction

Dear Candidate,

Thank you for your interest in Wirral University Teaching Hospital NHS Foundation Trust (WUTH) and this hugely important position of Consultant Gastroenterologist.

This organisation is a major employer on the Wirral and we take our role as a partner in the wider health and care economy seriously. We recognise our opportunity and responsibility to improve the future well-being of our population. As an evolving and strengthening senior leadership team we are addressing performance challenges whilst developing a clear strategy to achieve our potential as an organisation and a system.

We are seeking a values-driven Consultant Gastroenterologist who can handle risk and ambiguity comfortably and can bring intellect and insight to leading complex services within the context of a wider health and social care economy. Providing clear structures of accountability which empower our capable staff to innovate and drive sustainable change, this role will require an exceptional communicator who will be politically astute and quickly able to develop strong relationships internally and with a wide range of external stakeholders. We are interested in hearing from experienced clinical leaders who share our values and ambition and who are excited by the opportunity to help shape a vibrant health and care economy.

Wirral really is an enjoyable place to live and to work. I hope you enjoy finding out more about WUTH and its local area of beautiful coastline, recreation and adventure inside this recruitment briefing. Should you wish to talk anything through, please do get in touch.

I look forward to meeting you during the process.

Dr Nicola Stevenson
Executive Medical Director



The local area



Wirral has a stunning coastline and a beautiful countryside, making it a great place to live and work.

It offers 50 miles of rural walking routes, cycle areas and beaches. In fact Wirral has two of Britain's most famous rivers, the Mersey and the Dee, running along its Eastern and Western coastline.

Excellent housing is available in nearby suburbs and there are a variety of schools. The University of Liverpool, University of Chester and Liverpool John Moores University are also within easy travelling distance.

There is also quality food and drink, including Michelin Star dining and many tea rooms.

The area has an idyllic, serene, landscape and is a delightful location for those who like to unwind with a round of golf as it boasts 14 golf courses.

The cities of Liverpool, Chester and Manchester as well as North Wales are easy reach to and from Wirral with various transport links including motorway, train, bus or ferry. National parks, the Peak District and Lake District are also easily accessible.

There are also excellent transport links to Liverpool John Lennon Airport and Manchester Airport offering both budget and long-haul flights.

Wirral is also an area of rich history with many heritage buildings within its picturesque surroundings.

About WUTH

Wirral University Teaching Hospital serves a population of 400,000. It is one of the biggest and busiest acute NHS trusts in the North West, employing more than 6,000 staff.

Our aim is to deliver the highest quality care for every patient. As a teaching hospital we are renowned as a leader in the region for high quality education and training for a wide range of staff including doctors, nurses and other clinicians.

We are proud of our teaching hospital status and we work closely with the University of Liverpool, University of Chester and Liverpool John Moores University to ensure staff and services reflect the very best clinical practice available.

Our organisation is at the forefront of innovation and a centre of excellence for digital technology. As a Global Digital Exemplar (GDE) we are one of the most digitally enabled hospitals in the country, using technology to enhance patient care.

We are one of only 12 NHS acute trusts to achieve the GDE status to develop our digital technology, we call this Digital Wirral.



Our WUTH future



As Wirral's largest employer, WUTH is the thriving heart of the local community. Comprising Wirral's only Emergency Department, it is one of the biggest and busiest acute NHS trusts in the North West.

We want to make WUTH a truly great place to both receive care and work and the refresh of our vision and values is a fundamental part of this.

Recent months have seen a period of significant change and challenge, for us as an organisation and across the system and wider NHS. Despite all of this, colleagues have carried on with great professionalism and have continued to provide good compassionate care to our patients. This has all taken place through what has been one of the hardest periods we have known.

We are well on with our journey of improvement and making a clear commitment to engaging with and investing in the whole of our workforce to support them to lead and improve their services.

There has been a focus on our future road map and what our improvement journey needs to look like.

WUTH is a great place and we need to be recognised as an organisation that has quality improvement and supporting all staff to deliver the very best care at its heart.

One of the key steps in moving successfully is to 'bring to life' our organisational vision and values. We're currently in the process of updating these, and something we would like you to be a part of.

The opportunity

Job Title	Consultant in Gastroenterology
Division	Medicine and Acute
Reporting To	Clinical Service Lead

The Post

Applications are invited to join a dynamic team of 11 Substantive Gastroenterologists on the Wirral Peninsula. The new appointee will be expected to have a broad-based gastroenterology and endoscopy background with subspecialist skills. Depending upon the quality and the subspecialty skills of the applications, the Trust might be able to offer more than one post to help meet increasing demand for gastroenterology services on the Wirral peninsula.

The appointee will be supported by the Gastroenterology Consultants, Junior Doctors, Ward Nursing Staff, GI Pharmacist, Specialist Nurses, and Dieticians. Their work will focus on the prevention, diagnosis and treatment of Gastroenterological and GIM conditions.

The Trust supports the requirements for Continuing Medical Education as stated by the Royal College of Physicians and is committed to providing time and financial support for these activities. There is a structured education programme within the trust and the department with a weekly GI Education Meeting and a weekly X-Ray Meeting. There are opportunities to participate in research. The appointee will also be required to personally participate in Clinical Audit, Clinical Governance and Continuing Professional Development.

The Gastroenterology Department

The department currently consists of:

- 11 Substantive Gastroenterology Consultants
- 1 IBD Nurse Consultant
- 1 HPB Nurse Consultant
- 1 Advanced Endoscopy Fellow (vacancy)

Junior doctor and MDT support consists of:

- 2 Specialist Registrars in Gastroenterology,
- 1 Specialist Registrar in Acute Medicine or ICU on secondment
- 1 ST doctor
- 1 CMT trust grade
- 3 F1 doctors
- 1 Hepatology Nurse
- 1 Fibroscan Nurse
- 2 IBD Specialist Nurses
- 1 PEG Nurse
- 2.5 Nurse Endoscopist
- 3 Gastroenterology Dietician's
- 4 Cancer Specialist Nurses

- 1 GI Pharmacist
- Substance Misuse Team
- Specialist Nutrition Team

Each of the substantive Consultants has a chosen area of specialist interest within either HPB or Luminal Gastroenterology: These include:

- ERCP delivered by a team of 3 HPB Consultants (450 per year)
- EUS, delivered by 2 HPB consultants (250 per year)
- Advanced endoscopy / UGI Stenting
- IBD
- Nutrition
- Barrett's/Coeliac Disease
- Endoscopy Training
- Complex Polyps
- Bowel Cancer Screening
- Liver Disease
- Viral Hepatitis
- Upper GI Cancer
- Leadership (National GIRFT lead)

Departmental Workload

Annually there are approximately 6,000 new patient referrals to Gastroenterology and over 17,000 endoscopies performed across Gastroenterology and GI surgery. Clinic and Endoscopy List workload will comply with Royal College of Physicians, British Society of Gastroenterology and JAG Guidelines. There is a modern, recently redeveloped and well equipped 6 room Endoscopy Unit adjacent to a 34 bed Gastroenterology / GIM ward

In-patient services are delivered on a rotational basis. At present the Gastroenterology / GIM ward is covered by one Gastroenterologist and a locum consultant. A second Gastroenterologist is job planned each week to support with ward referrals. This arrangement is currently under review. During ward week, all other activities are cancelled.

There is access to MDT's in the following areas:

- Upper GI Cancer
- Pancreatic Cancer
- HPB Cancer
- Colorectal Cancer
- IBD, Nutrition
- HPB

There is a close relationship between the Gastroenterologists and GI surgeons. There are four Upper Gastro-intestinal Surgeons, five Colorectal Surgeons and four Emergency Surgeons. The GI surgeons all have subspecialty interests. Three of our surgeons also have a strong IBD interest.

Timetable

The provisional 10 PA job plan is set out below. The contract assumes 8 PAs allocated as direct patient care (6 DCC and 2 nDCC) and 2 SPAs. This would include teaching and training of junior doctors, CPD, audit, etc. Additional PAs can be offered as per service requirements.

Currently ward cover is provided on a one in ten basis. This may change in future with reconfiguration of bed base and increase in number of colleagues.

Job plans will be reviewed annually, following an appraisal meeting. There will be an annual appraisal, job planning and objective setting with the Clinical Service Lead and evidence from this will be submitted for revalidation. The job plan will be a prospective agreement that sets out a Consultant's typical working pattern, duties, objectives and responsibilities for the coming year. It will cover all aspects of a Consultant's professional practice including clinical work, teaching, research, education, managerial responsibilities and external commitments.

On appointment of the post holder, the Clinical Lead will commence discussions to finalise the job plan which will become operational on appointment. The below job plan is an indicative plan of the duties the post holder is likely to be asked to undertake. Flexibility is a key element of this post and the post holder must be willing to adapt the job plan on an ad hoc basis to meet service and patient needs.

On Ward

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
AM	WR	WR	WR	WR	WR
PM	Referrals	Referrals	Referrals	Referrals	Referrals

The gastro ward (34 beds) is currently split between one gastroenterology consultant and one GIM consultant. Consultants during the ward weeks will have all elective sessions cancelled so they are available for daily ward rounds and any in-patient gastro emergencies between 9-5 pm. In addition, one of the main duties on the ward weeks is to manage inpatient cross specialty referrals which average between 30-35 per week. ERCP/EUS referrals are dealt by HPB team.

Off Ward

	MONDAY	TUESDAY	WEDNESDAY	THURSDAY	FRIDAY
AM	Admin / SPA	Clinic	Clinic	Admin	Endoscopy
PM	On call time back Admin	SPA	Meetings	SPA	Endoscopy

During off ward weeks, a 10 PA Gastroenterologist will undertake 4-5 fixed sessions (2 clinics and 2-3 endoscopy lists) per week as per service needs. During the off ward weeks, consultants will not have any regular inpatient commitments.

Clinic template is usually 4 News and 8 Follow ups for the consultant in a 4 hour session. Endoscopy list is booked at 12 points as per JAG recommendation. Diagnostic OGD and sigmoidoscopy is allocated 1 point whilst colonoscopy +/- polypectomy is allocated 2.5 points notionally. Admin for the clinic and endoscopy list is done in two dedicated admin sessions allocated in the job plan.

In addition, there is a weekly X-ray MDT, local cancer meetings video linked with regional UGI, Liver and pancreatic cancer MDTs. Prospective candidates will be expected to be involved with some of these.

On Call Details

The post-holder will be part of Gastroenterology rota for emergency endoscopy. The Gastro team delivers weekend cover for our Gastro Ward in addition to GI bleed on call. On call availability attracts a supplement of 3%. Details of on call and weekend working are as follows:

Weekday Gastroenterology on-call - Current frequency 1 in 11 weekdays

Current agreement amongst gastroenterologists and review of job diaries allows 1hr of time back during weekday per gastro on-call and 4hrs time back for GI bleed on-call over the 48 hour weekend. This equates to 0.37 PAs as time back for being on GI on-call. This is incorporated into the job planning process and would be part of the 10 PA payment.

Weekend Gastroenterology on-call – Current frequency 1 in 10 weekends.

The gastroenterology team provides 7 days a week cover for Gastro in-patients. On Saturday, there is 9am-1pm ward round on the gastro ward followed by a 3 hour afternoon duty endoscopy list. On Sundays, there is ward round from 9-1pm (no endoscopy list currently). Gastro on call is expected to attend divisional handover at 08.45am on weekends and provide input into emergency cross speciality referrals. This is 12 hrs of premium time back equating to 4 PAs for each weekend worked, on 1 in 10 rota. As per local agreement, this is currently not paid as PA remuneration but is taken as time back, as additional annual leave. Current weekend frequency is 1 in 10 which equates to 5 weekends worked per annum generating 10 days of additional annual leave for individual consultants. New appointees may wish to take PA remuneration instead and this would equate to 0.46 PA incorporated into job plan for each weekend worked.

Principle Duties of the Post

The principal duty of this post is to provide a comprehensive clinical service to patients.

1. To at all times, comply with the GMC's guidance on 'Good Medical Practice' as amended or substituted from time to time.
2. To ensure that patient confidentiality is maintained at all times.
3. To undertake duties as defined within the attached job plan in so far as practicable and in agreement with the Clinical Service Lead.
4. Professional supervision and management of staff in the department, for example doctors in training and Specialist Nurses. The post holder will participate in the training of those doctors in training. The post holder will also be required to participate in teaching.
5. To be responsible and managerially accountable for the reasonable and effective use of Trust resources that you use and influence, and professionally accountable to the Medical Director.
6. On commencement to ensure personal attendance at the Trust's corporate Induction.
7. To participate in the Trust's Statutory & Mandatory training programme.
8. To be responsible for the Clinical Management of all patients under your care.
9. To work flexibly with colleagues to meet the needs of the service and achieve trust and national targets.
10. The post holder will be required to attend audit days. The appointee will also be required to personally participate in Clinical Audit, Clinical Governance and Continuing Professional Development. The Trust supports the requirements for Continuing Medical Education as laid down by the Royal College of Physicians and is committed to providing time and financial support for these activities. There are opportunities to participate in research.

The Medical Division

The Division of Medicine comprises medical specialities across adult and elderly care. The Division is led by Dr John Corless (Associate Medical Director), Mr Alistair Leinster (Divisional Director) and Mr Sachin Ramdhay (Divisional Director of Nursing).

At directorate level, there is triumvirate of Dr Tom Ledson (Clinical Director), Mr Phil Raymond (Divisional Manager) and Mrs Norma Hayes (Associate Director of Nursing).

Investing in Staff

Secretarial Support and Accommodation

Secretarial services and office accommodation will be provided. Access to a personal computer (including internet access), appropriate IT support and training will be available if required. Our administrative pool is well resourced and this is reflected in our timely communication with other departments and primary care.

Continuing Professional Development (CPD)

There are 11 CPD half days each year, which are set aside throughout the hospital. These include clinical audit and clinical governance sessions and are often held jointly with other specialties. The Trust has a dynamic Clinical Practice Research Unit headed by a Consultant in Public Health.

The Clinical Audit Meeting for General Medicine is held jointly with the Department of Medicine for the Elderly. The Trust has a dynamic Clinical Research Unit headed by a Consultant in Public Health.

The Trust 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.

Annual Appraisal

The Consultant Appraisal System at WUTH has been established in accordance with Department of Health's National Appraisal Scheme for Consultant Medical Staff. All appraisers have been trained in appraisal techniques. Annual appraisals include monitoring of attendance at mandatory training and in compliance with infection control recommendations as well as monitory CPD and audit attendance. The appraisal reports are submitted to the Chief Executive and Medical Director. In case of any issues which cannot be reconciled by the clinical directors these will be referred to the Medical Director.

Annual and Study Leave

The annual leave entitlement is six weeks and two days (32 days) per year plus public holidays (or days in lieu) observed by the Trust. All periods of leave are granted subject to the exigencies of the service. Applications are made on standard forms and will need to be approved by the Clinical Service Lead and Clinical Head of Division, who provide management medical support for this post. These are then submitted electronically.

The study leave entitlement is 30 days in any period of three years in relation to leave with pay and expenses in the United Kingdom. All study leave must be applied for in advance on standard application forms and will need to be approved by the Clinical Head of Division.

Consultants are asked to give six weeks' notice of leave so that clinical sessions are not cancelled at short notice.

Consultant Mentor

A nominated mentor will be available for the new appointee.

Audit/Research

To fully participate in Clinical Governance arrangements across the Trust including participation in clinical audit, research (where appropriate), pursuing an agreed agenda with colleagues and the Trust Board and fully co-operating in implementing the results in order to achieve best practice.

Teaching

To share responsibility with other Consultants for the recruitment, appointment and supervision of junior medical staff in accordance with Trust policies.

To devote time on a regular basis for teaching and training of junior medical staff, contributing as appropriate to post-graduate and continuing medical education.

Information Technology

Since 1990 Wirral Hospital Trust has been working towards an electronic patient record. It is recognised to be leading the way both nationally and internationally and has been awarded 'Global Digital Exemplar' status in 2016. The Trust hosts regular demonstrations through open days and presentations at healthcare conferences. Wirral was the first UK hospital to introduce prescribing on line – paper requests do not exist. Over the years our systems have evolved such that all radiology and laboratory requests are now placed electronically through structured screens and results reported on line. The system facilitates the production of timely discharge letters. Improvements in quality of patient care are obvious and in many cases costs have been reduced.

The Clinical User Group and Data Quality Group are working closely with the Wirral Wide Informatics Team towards a replacement paperless integrated care record system. This will link not only primary, secondary and tertiary care, but also community healthcare workers, e.g. Opticians, Pharmacists and Social Workers. We no longer write in paper notes on ward rounds, but use all electronic patient clinical noting.

All successful applicants, whatever their position in the hospital, are expected to embrace and participate in the 'paperless integrated record' philosophy. Stand alone data systems will be actively discouraged. An understanding of the technical aspects of computers is not necessary and appropriate training will be provided.

Education

The Wirral University Teaching Hospital has extensive facilities for Postgraduate education with two excellent and active Education Centres on the two sites of Arrowe Park Hospital and Clatterbridge Hospital. In addition to fully equipped Lecture Theatres and Seminar Rooms for teaching purposes, both Centres have well-stocked Medical Libraries with full-time staff. There are a number of computers available 24 hours a day at Arrowe Park Hospital and during working hours at Clatterbridge Hospital, giving access to a wide variety of databases including Medline and the Cochran Library for literature searches, as well as access to the Internet. A new Education Centre has recently been opened at Arrowe Park Hospital.

The Director of Learning and Development, in association with the two Postgraduate Tutors, organises a programme of hospital-wide educational topics. A well supported Medical/DME Unit clinical meeting is held every Wednesday lunchtime and includes case presentations including "hot" cases and monthly journal clubs. The junior medical staff have specific teaching meetings to which the successful applicant will be expected to contribute.

Second, third, fourth and fifth year medical students from Liverpool University undertake part of their training at the Wirral Hospital Trust each year and there is an active Undergraduate Education Centre in the hospital with seminar rooms, IT suite and library facilities.

The successful applicant will be expected, whilst undertaking clinical duties, to take an active role in the teaching of postgraduate medical staff and in undergraduate teaching where applicable. He/she should also expect to be accompanied by a doctor in training for at least two programmed activities. Consultants will also contribute to the direct teaching of trainees in the form of tutorials, journal clubs, etc. in collaboration with colleagues.

Funding is available for appropriate study leave and Continuing Professional Development.

Applicants

Qualifications

The post holder will need a sound background of gastroenterology, endoscopy and general medicine. CCT in Gastroenterology and GIM is essential. Applicants with a range of subspecialty skills / interests would be welcomed.

Conditions of Service

The successful applicant will be covered by the national Terms and Conditions of Service.

National Health Service Litigation Authority (NHSLA)

In the course of your work you are to bring to the attention of the person in charge of your area:

- Any situation which reasonably could be considered to represent a serious or immediate danger to the health and safety of any person.
- Any matter which reasonably could be considered to represent a short coming in the Trust's health and safety protection arrangements.

It is a requirement of the Wirral University Teaching Hospital that the staff comply with the following standards:

- 1) Support the Risk Management Process within the Wirral Hospital Trust.
- 2) Work with the Directorate to ensure risk to patients, staff and the public are identified through the use of the clinical and non-clinical incident reporting system.

Equal Opportunities

You are required to work within Trust Equal Opportunities policies and promote equality of opportunity and equality of access to healthcare at all times.

Notice

A period of three months' notice, terminable on either side is applicable to this appointment.

Rehabilitation of Offenders Act 1974

Because of the nature of the work this post is exempt from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 (Exceptions) Order 1975. Applications for the post are not entitled to withhold information about convictions which for other purposes are "spent" under the provision of the Act and, in the event of employment any failure to disclose such convictions could result in disciplinary action or dismissal by the Trust. Any information given will be completely confidential and will be considered only in relation to an application for a position to which the Order applies.

Canvassing and relationships

Canvassing will result in disqualification. Applicants who are related in any way to any member or senior officer of WUTH should declare this as part of the application process.

Health Clearance

Appointment is subject to Health Clearance by the Trust's Occupational Health Department.

Smoking Policy

Employees, trainees and volunteers are not permitted to smoke while they are on duty (irrespective of their location) or in the grounds of the hospital and other health premises. WUTH is a smoke free hospital.

Visiting Arrangements

This job description only gives a flavour of the post available, the working practices, and ethos of the Unit and as such, any interested candidates are very actively encouraged to arrange an informal visit.

Arrangements will then be made for a consultant to guide you around the Unit and hospital in general, and address any questions you may have. This is only available to shortlisted candidates.

Interested applicants are encouraged to visit the Hospital. Arrangements may be made with:-

Dr Tom Ledson (Clinical Director)

Telephone: 0151 604 7133

Email: tledson@nhs.net

Shortlisted Candidates Only:

Mrs Janelle Holmes, Chief Executive

Direct Dial - 0151 604 7002

Dr Nicola Stevenson, Medical Director

Direct Dial - 0151 678 5111 ext 2960

Person Specification

	Essential	Desirable	Method of Assessment
Qualifications and Training	<ul style="list-style-type: none"> • MRCP or equivalent • Entry onto the Specialist Register for GMC or be within six months of obtaining CCT/CCST in gastroenterology and GIM • CESR or European Community Rights 	<ul style="list-style-type: none"> • MD or equivalent higher degree or evidence of relevant research 	CV Application form
Clinical Experience	<ul style="list-style-type: none"> • High standard of clinical skill and expertise in the specialty • Able to contribute to the full range of skills required for the on call rota for the specialty 	<ul style="list-style-type: none"> • Subspecialty interest 	CV Application form Interview
Clinical Skills	<ul style="list-style-type: none"> • Therapeutic upper / lower GI endoscopy 		CV Application form Interview
Other skills	<ul style="list-style-type: none"> • Excellent communication skills • Interpersonal skills • Organisational skills • Teaching experience / interest 		CV Application form Interview
Personal Qualities	<ul style="list-style-type: none"> • Ability to lead / teach • Ability to relate to patients / relatives • Ability to work as part of a team 		CV Application form Interview
Research and Audit	<ul style="list-style-type: none"> • Relevant experience in organisation and undertaking audit • Evidence of research and publications relevant to post 		CV Application form Interview

The Trust is committed to safeguarding and promoting the welfare of all unborn babies, children and adults and is signed up to both Wirral Safeguarding Children's partnership Board and the Merseyside Safeguarding Adults Board policies and procedures. All Trust staff must be familiar with, and adhere to, these procedures. It is the post-holder's responsibility to attend the Trust's mandatory Safeguarding Protecting Vulnerable People training, and to follow the relevant Trust's Policies and Practice Guidance.