

RECRUITMENT INFORMATION PACK

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Senior Sister /
Charge Nurse



Job particulars

Job Title	Locum Consultant in Gastroenterology with General Internal Medicine
Pay Band	Consultant
Location	Newham University Hospital
Reports to	Clinical Lead in Gastroenterology
Responsible to	Clinical Director

Job purpose

We are looking for an enthusiastic colleague to join our dynamic service within Barts Health NHS Trust. This is a new post primarily based at Newham University Hospital. The post is for a maximum of 10 PAs (programmed activities). Newham University Hospital (NUH) is a busy district general hospital with a major undergraduate teaching role, serving one of the youngest and most ethnically diverse populations in the UK.

Wide experience in the clinical approaches to gastroenterology, hepatology, and general internal medicine are essential. The successful candidate would be expected to support the provision of inpatient and outpatient care for patients with general gastroenterology problems. The Gastroenterology department at Newham Hospital is well established and highly regarded. This is a comprehensive service covering all aspects of gastroenterology, hepatology, nutrition and endoscopy. There is a fully equipped endoscopy unit and most therapeutic procedures are performed here, with activity of 3000 gastroscopies and 1400 colonoscopies per year. There are 2 nurse endoscopists who do service lists in gastroscopy. Whilst most endoscopy is done in at Newham Hospital, there is the opportunity to work in the new state of the art endoscopy unit at Mile End Hospital. There may be opportunities for cross site working in the other hospitals within Barts Health depending on special interest and experience. There is a 24 hour, 7 day emergency consultant delivered endoscopy service, which the post holder will also be expected to contribute to. This out of hours on-call rota is currently 1 in 6 with internal cover.

Comprehensive inpatient and outpatient care for patients with any gastroenterology or hepatology problems are provided locally while specialised services are referred to local



referral centre. We receive greater than 2500 outpatient referrals from the community every year and this is rising year on year.

We are committed to comprehensive specialist gastroenterology, hepatology and nutrition, and the successful applicant will have the opportunity to work within these areas. We have a reputation for providing excellent endoscopic training and this post is highly sought after by gastroenterology trainees on the NCEL training programme. We run busy, diverse outpatient clinics based within Newham hospital in gastroenterology and hepatology. There is teaching on a weekly basis in the form of journal clubs and medical grand rounds in addition to upper GI cancer and hepatobiliary/viral hepatitis MDT meetings.

NUH is in the development phase of a 7-day consultant led care model with increased Specialty availability for review and advice at weekends. This appointment will establish 5-day consultant led care as an initial step towards this goal, allowing the team to evolve a “consultant of the week” General Internal Medicine (GIM) model. There would be an expectation that the successful applicant would contribute to the general medical on call rota, currently 1:18. It is predicted that the weekend commitment may increase to a maximum 1:8 frequency (with proportionate job planning and time off in lieu as appropriate).

We operate specialist age related (under 75) acute medical wards. The gastroenterology consultants cover the base ward, specialist reviews across the site and a post-take ward round of all new admissions to the team. We have moved to a ‘consultant of the week’ model for ward work, which includes daily board rounds, consultant review and availability for advice. This model has delivered a very high turnover of patients and some of the shortest lengths of stay in the trust.

The site has an evolving Same Day Emergency Care (SDEC) department and Ambulatory care service and the incoming applicant will be expected to support specialty management of cases within this environment.

The job description sets out the details, duties and conditions of service for a whole time consultant post in Gastroenterology. The post holder will need to demonstrate the ability to deliver effective care. They will be required to adhere to the Trust’s policy on maintaining medical excellence and to be committed to maintaining their standard of performance by keeping their knowledge and skills up to date. In addition to general gastroenterology services they will be encouraged to develop and augment a sub-speciality interest in areas such as nutrition or inflammatory bowel disease. Research is actively encouraged. This new post will provide part of the strategy to further develop community services for people with gastrointestinal and liver disease in Newham and work with the local CCG clusters to provide advice and education on high risk patients with multiple comorbidities.



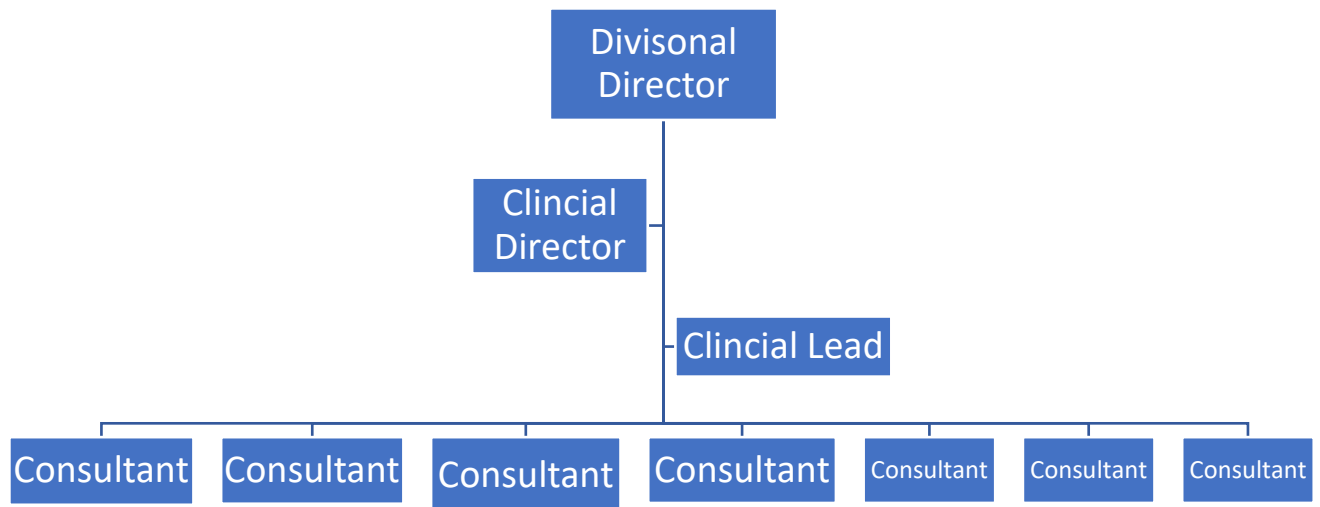
Key working relationships

Professional relationships with key partners, employees and boards.

Internal	External
Consultants	Community Services
Endoscopy and ward staff	Commissioners
Other specialities	GPs
Therapists	
Support Services	
Management Team	



Structure chart



Main duties, responsibilities, and results areas

The requirements of the post include:

- Day to day clinical care of inpatients on base ward
- Lead daily board rounds and twice weekly MDMs on base ward
- Daily review of new and sick patients on base ward
- Deal with administrative work relevant to your clinical commitment
- Participation in unselected general medical on call rota
- Participation in departmental teaching, clinical governance and service development
- Cover for colleagues during periods of absence and flexibility to work across all clinical areas as needed
- Participation in undergraduate and postgraduate training
- Commitment to maintaining personal CPD
- Engagement with Trust requirements for appraisal and revalidation



1. Indicative Weekly Timetable

The post will comprise a 10 PA job plan, split 8 DCC and 2 SPA in the first instance.

Direct Clinical Care (DCC) is mixture of inpatient ward work and out-patient / elective work, MDT meetings and clinical admin. Inpatient work covers base specialty ward rounds, as well as specialty review of patients on other wards, AAU, SDEC and ITU.

Supporting Professional Activities (SPA) cover the core duties that underpin being a consultant (such as CPD, appraisal, job planning, mandatory training, departmental meetings). It is expected time will also be allocated to teaching and clinical / educational supervision of trainees.

Other roles such as governance lead, quality improvement and sub-specialty lead will be discussed at job-panning (with additional time allocation if required)

1. Ward work (approximately 2 weeks in 14)

Day	Time	Work	Category	PA
Mon	0830-1400	Ward & Board Round, specialty reviews / in-reach	DCC	1.375
	1400-1600	Admin: A&G Endoscopy vetting 2WW referrals	DCC	0.5
	1600-1630	Ward handover	DCC	0.125
Tues	0830-1400	Ward & Board Round, specialty reviews / in-reach	DCC	1.375
	1400-1600	Admin: A&G Endoscopy vetting 2WW referrals	DCC	0.5
	1600-1630	Ward handover	DCC	0.125
Wed	0830-1400	Ward & Board Round, specialty reviews / in-reach	DCC	1.375
	1400-1600	Admin: A&G Endoscopy vetting 2WW referrals	DCC	0.5
	1600-1630	Ward Handover	DCC	0.125



Thurs	0830-1400	Ward & Board Round, specialty reviews / in-reach	DCC	1.375
	1400-1600	Admin: A&G Endoscopy vetting 2WW referrals	DCC	0.5
	1600-1630	Ward handover	DCC	0.125
Friday	0830-1230	Ward & Board Round, specialty reviews, in-reach	DCC	1.375
	1230-1630	Admin: A&G Endoscopy vetting 2WW referrals	DCC	0.5
	1600-1630	Ward Handover	DCC	0.125
Endoscopy on call 1:7 (annualised)				0.5*
GIM on call 1 in 18 (on-site weekends and evening) (annualised)				0.6*
TOTAL DCC				11.1
TOTAL SPA				0
TOTAL PROGRAMMED ACTIVITIES				11.1
ANNUALISED				13.5



2. Outpatient work (sample) – Consultant Post 1 (approximately 12 weeks out of 14)

Day	Time	Work	Categorisation	No. of PAs
Mon	0900-1300	Gastroenterology Clinic 1	DCC	1.0
	1300-1700	Endoscopy Session	DCC	1.0
Tues	0900-1200	Nutrition Ward Round/MDT	DCC	0.75
	1300-1500	Gastroenterology Clinic 1 Admin	DCC	0.5
	1500-1700	SPA	SPA	0.5
Wed	0900-1300	SPA - Core	SPA	1.0
	1300-1700	Endoscopy Session	DCC	1.0
Thurs	0900-1300	Gastroenterology Clinic 2	DCC	1.0
	1300-1700	SPA - Core	SPA	1.0
Friday	0900-1100	Gastroenterology Clinic 2 admin	DCC	0.5
	1300-1700	OFF		
Endoscopy on call 1:7 (annualised)				0.5*
GIM on call in 18 (on-site weekend and evening) (annualised)				0.6*
TOTAL DCC				6.85
TOTAL SPA				2.5
TOTAL PROGRAMMED ACTIVITIES				9.5
Overall DCC				7.96
Overall SPA				2.08
Overall TOTAL				10.04

*These indicative job plans are based on 6 WTE consultants. As we recruit more consultants, the individual weekend frequency will increase, and ward allocation will reduce, allowing increased outpatient / elective activity as required



The newly appointed candidate will be supported by the Clinical Leads.

Duties of a consultant:

- Day to day clinical care of inpatients on base ward
- Lead daily board rounds and twice weekly MDMs on base ward
- Daily review of new and sick patients on base ward
- Deal with administrative work relevant to your clinical commitment
- Participation in unselected general medical on call rota
- Participation in departmental teaching, clinical governance and service development
- Cover for colleagues during periods of absence and flexibility to work across all clinical areas as needed
- Participation in undergraduate and postgraduate training
- Fulfill requirements for regular appraisal and revalidation

2. Acute Medicine and General Internal Medicine

Newham Hospital has a 26 bedded Acute Admissions Unit (AAU). This has recently opened and is staffed by 2 acute medical consultants. They review all overnight admissions to the AAU each morning.

Admissions throughout the day are seen by another AAU/GIM consultant between the hours of 10am – 7pm on weekdays. Out of hours cover from 7pm until 9am overnight and at weekends is supported by a general medical on call rota with an on-call frequency of 1:18.

This post will contribute to support for the evolving AAU model with an aim to move towards seven day working.

The medical take sees a wide selection of general medicine patients with approximately 30 admissions per 24 hours. There is a high proportion of patients with coronary artery disease, diabetes, chest disease, sickle cell disease and HIV.

During the weekday day on-calls there are 2x SpRs, 3x SHOs, and 3x FY1s. During the weekend day on-calls there are 2x SpRs, 3x SHOs, and 5x FY1s. During the night on-calls there are 2x SpRs and 3x SHOs.



3. Current Configuration of Services at Newham University Hospital

Newham in Plaistow, east London, is a busy district hospital and part of Barts Health NHS Trust, which is the largest trust in the NHS. The London Borough of Newham serves a population of over 373,000, with 275 beds (166 medical). It has one of the youngest and most ethnically diverse populations in the country. We have close links with Barts and the London Medical School and they send us clinical students from October to December in various blocks.

Emergency Department

The new Emergency Department opened at Newham in 2012. Currently seeing 150,000 patients per year. Facilities include an expanded 17 bed majors area with, a seven-bed resuscitation room and a separate paediatric department. There is also a co-located newly refurbished Urgent Treatment Centre (UTC), completed in 2021.

Health Central

The Trust's outpatients and interventional unit opened in July 2006 as part of the PFI development. The ground floor consists of 26 outpatient consultation rooms for use by up to eighteen specialties and is supported by two treatment rooms, phlebotomy room, and children's play area and features a spacious and modern layout. This provides improved environment for patients and staff and facilitates the development of innovative and specialist care.

Jasmine Unit

The first floor features a day endoscopic suite with separate recovery, step down and state of the art equipment. Main theatre is adjacent. The unit is currently undergoing planned refurbishment working towards JAG accreditation

St Andrews Wing

This opened in July 2006 as part of the PFI and accommodates the AAU, a 26-bed ward for Care of the Elderly and the Acute Stroke Unit designed to provide immediate support for patients with acute stroke and provides rehabilitation of stroke patients. There are also meeting and seminar facilities, a gym and several courtyards that can be used by patients and staff, one of which is dedicated to rehabilitation therapy. The main hospital entrance is located within a glass atrium, complemented with art work and effective way-finding for the public.

Women's & Family Health Unit

In response to increasing demand on maternity capacity and one of the highest birth rates in the UK at over 5500/year, the Trust opened a new integrated Women's & Family Health Unit in 2010, which provides modern and effective facilities for Maternity, Neonatal Care, Foetal Medicine, Early Pregnancy Assessment Unit, Emergency Gynaecology Assessment Unit, Gynaecology and Adolescents.



Gateway Surgical Centre (GSC)

The Gateway Surgical Centre was one of the first NHS treatment centres in the UK when it opened in October 2005, and provides facilities for planned day case and short stay surgery in Orthopaedics, Urology, Gynaecology and General Surgery, as well as a sports injuries clinic. This building has 53 beds and 12-day case trolleys and allows the trust to streamline the planned and unplanned pathways into dedicated settings. Its' effective award-winning design supports new pathways of care and one of the best day care rates in the UK and includes on-site gym and state-of-the-art facilities. The GSC has three operating theatres (two with laminar flow) for up to 9500 operations/year as well as 8 consultation rooms and 2 treatment rooms to manage patients undergoing minor procedures, it is supported by an x-ray suite and diagnostic services on site. The two wards are comprised of 50% single rooms and three-bed bays, all with ensuite accommodation.

In addition to treating Newham residents, the Gateway Surgical Centre also offers treatment to any resident of East London as part of the patient choice programme.

Electronic Patient Record (EPR)

Barts Health trust uses integrated IT clinical systems, including Cerner Millennium and PACs, to improve the quality and safety of patient care. Departments and services are evolving and redesigning their patient pathways to take advantage of the freedom allowed through the ease of electronic movement of medical records, x-rays and of test results. This continued expansion of electronic clinical systems is in tandem with advances in the use of IT equipment and the use of the physical environment in improving care, quality of services and efficiency. Full remote access to emails, documents and EPR is available for off-site and other remote working.

Community Based Services

The trust runs a number of outpatient clinics off-site at PCT centres, which provide an effective locality-based service for Newham residents. Specialties include Antenatal clinics, Cardiology, Chest clinic, Gynaecology and Endocrine clinics. Work is ongoing to ensure that activity is provided in the most appropriate location and that resources on both acute and community sites are used optimally for best practice and effectiveness.

Support Services

Hospital services have the support of a full laboratory service including Haematology, Biochemistry, Microbiology, Pathology (provided in collaboration with Barts and the London Hospital NHS Trust) and a 24-hour Blood Transfusion Service.

The Radiology Department is adjacent to the Emergency Department. The radiology department accommodates a multi-slice CT scanner and MRI and incorporates an on-site nuclear medicine department. PACS was implemented in April 2007.

The Pharmacy Department comprises of 5 key areas, the dispensaries, the production unit, medicines information, procurement and the clinical pharmacy ward service. The dispensary has recently undergone modernisation with the installation of a dispensing robot, freeing up pharmacy staff to spend more time on patient focussed duties. The Medicines Information



department is a key resource for healthcare staff and patients for information about medicines and co-ordinates regular updates to staff. The clinical pharmacy ward staff comprises of highly qualified pharmacists and pharmacy technicians that are there to assist all members of the multidisciplinary team and patients to ensure medicines are used safely and appropriately on the wards and on discharge.

4. Research & Development at NUHT

The hospital was awarded University Hospital status in July 2004 in recognition of the significant amount of research and medical education that is undertaken here. R & D remains central to the core Trust strategy, and research activity is focussed on clinical areas like infectious and communicable disease (TB, HIV), long terms conditions (diabetes, coronary artery disease, chronic airway disease, stroke) and maternal and childhood health (pre-eclampsia, foetal growth restriction, pre-maturity and gestational diabetes).

Clinical staff have developed innovative local service models which are delivered in a culturally appropriate way to deal with these challenges and the Trust therefore has expertise in health service-based research

Funding is received from a number of grants from organisations including the Department of Health and its associate research bodies, MRC, Kings Fund and Charities. Commercial trials are also carried out here

Research Networks

The Trust is actively involved in and leads on funded projects for collaborative networks, which in accordance with NHS R & D requirements include NHS acute and primary care trusts, academic groups and voluntary agencies and charities. These include:

1. **Stroke Network:** The Stroke department currently based in the state of art St. Andrews Wing participates in National Studies and commercial trials in collaboration with the other stroke units within Barts Health.
2. **Diabetes Network:** The Diabetes Unit is a principal partner of the local Diabetes Research Network (DRN) and has been a key player since its inception. The department leads on a number of nationally funded studies and collaborated on clinical trials for the DRN
3. **North East Cancer Research Network:** The Trust is a recruitment centre for a number of multi-centre cancer trials, including breast cancer, colo-rectal, lung cancer and haematology trials.
4. **Comprehensive Research Networks:** This is a newly established DH research network that will incorporate the other areas of research at Newham including:
 - I. **Cardiology** – The department has just led and completed a large National Study evaluating the first locally led open access chest pain clinic and contributes to a large number of National commercial and non-commercial studies.



- II. Women's and Family Health: This is a significant area of research to the Trust and the department has supervised and supported a number of research registrars and Fellows over the years.
- III. Sexual Health: There are six ongoing studies including a large National one that is led locally
- IV. Chest medicine: The department participates in a number of collaborative studies in chronic airway disease, asthma and TB

5. Main conditions of service

- Full Time (applications requesting to work less than full time are welcomed)
- Starting pay in line with the recognised Trust format for the calculation of the starting salaries for Consultant posts
- London Weighting
- Intensity Payments as applicable
- Removal Expenses (where applicable) in line with Trust Policy
- Increment Date 1 year from appointment
- Share of Category II work

STUDY LEAVE: 10 days per year (30 days over 3 years)

ANNUAL LEAVE: 30 days per annum (pro rata for part-time staff) plus Bank Holidays

ALL APPLICANTS SHOULD ENSURE THEY HAVE READ AND UNDERSTOOD THE FOLLOWING CONDITIONS:

1. Applicants should hold the Fellowship or Membership of the appropriate Royal College or Faculty or overseas equivalent and maintain appropriate CME accreditation. Applications will be considered from those unable for personal reasons to work on a full-time basis. Any candidates wishing to work on a part-time basis should indicate this when submitting his/ her application.
2. The NHS (Appointment of Consultants) Regulations 2005 prevent appointment of any applicant for consultant posts commencing after 1st January 1997 who is either not:
 - I. On the GMC specialist register
 - II. In possession of the CCST, or EEA/EU equivalent, (although doctors who have completed higher specialist training and are within 6 months of being placed on the specialist register may be appointed; in this Trust we limit this to three months where there is a pressing need to appoint)



3. It is the responsibility of applicants to satisfy all necessary GMC requirements prior to appointment. Applicants must ensure they provide evidence in their application identifying eligibility to be placed on the specialist register. This would ideally be in the form of a notification from the GMC.
4. The appointment is covered by the Terms and Conditions of Service of the Barts Health NHS Trust and is subject to the National Health Services (Superannuation) Regulations.
5. The full-time basic salary for the first appointment of an NHS consultant (as at 1st April 2009) is set out below, including payment for agreed additional programmed activities. Part-time consultants will be paid pro rata, based on the number of agreed weekly Programmed Activities in the consultant's Job Plan. Salary on commencement and subject to progression will be in accordance with Paragraphs 4-9 of Schedule 14 of the Terms and Conditions.
6. There are separate arrangements for those whose first appointment as an NHS consultant was before 31st October 2003. These are stated in the terms and conditions of service. The successful applicant will be required to complete a health statement and the Trust may require an appointee to pass a medical examination as a condition of appointment.
7. Private Professional Services and NHS Programmed Activities: subject to the provision in Schedule 9 of the Terms and conditions, you may not carry out Private Professional Services during your Programmed Activities.
8. Significant new clinical services may only be developed after agreement has been reached with the relevant management team and the financial arrangements approved.
9. Assistance may also be given to newly-appointed consultants towards the cost of the removal expenses, provided that the consultant moves from a position within the National Health Service, also that removal is necessary to comply with the Trust's requirements concerning the place of residence and a written request is sent to Medical Personnel before or immediately after appointment.
10. It is now NHS policy that all new staff with patient contact will require satisfactory disclosures from the Criminal Records Bureau. The Medical Workforce department will therefore seek disclosures for all new medical appointments. The Trust must check the criminal background of all employees. Candidates must provide information on application relating to any criminal convictions they have had, even if they are 'spent' for other purposes. Posts in hospitals are exempt from the provisions on Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation of Offenders Act 1974 (Exemptions) Order 1975. We will keep any information given completely confidential.



11. A final shortlist is expected to be completed within approximately three weeks after the closing date. Shortlisted candidates should visit the hospital before being interviewed

About Barts Health

Barts Health NHS Trust is one of Britain's leading healthcare providers and the largest trust in the NHS. It was created on 1 April 2012 by bringing together three trusts: Barts and The London NHS Trust, Newham University Hospital NHS Trust and Whipps Cross University Hospital NHS Trust. The new trust has a turnover of approximately £1.1 billion and approximately 15,000 employees.

Together our hospitals - Newham University Hospital, St Bartholomew's (Barts), The Royal London Hospital, Mile End Hospital and Whipps Cross Hospital - deliver high quality clinical care to the people of east London and further afield. Around 2.5 million people living in east London look to our services to provide them with the healthcare they need. Newham in Plaistow is a busy district hospital with innovative facilities such as its orthopaedic centre. The Royal London, in Whitechapel, is a major teaching hospital providing local and specialist services in state-of-the-art facilities. Whipps Cross, in Leytonstone, is a large general hospital with a range of local services. Mile End hospital, in Mile End, is a shared facility for a range of inpatient, rehabilitation, mental health and community services. St Bartholomew's, in the City of London, is London's oldest hospital and is a regional & national centre of excellence for cardiac and cancer care.

As well as district general hospital facilities for the three London boroughs of Newham, Tower Hamlets and Waltham Forest, we have the largest cardiovascular centre in the UK; the second largest cancer centre in London; an internationally-renowned trauma team; and the home of the London Air Ambulance. The Royal London also houses one of the largest children's hospitals in the UK; a major dental hospital; and leading stroke and renal units.

We're proud to be part of UCL Partners, Europe's largest and strongest academic health science partnership. The objective of UCL Partners is to translate cutting edge research and innovation into measurable health gain for patients and populations through partnership across settings and sectors, and through excellence in education.

The Newham locality

The community served by Newham University Hospital is situated north of the Thames, to the east of Bow, in the heart of the London Borough of Newham, formed from the union of East and West Ham. At the last census in 2021, it served a population of over 373,000, of which over 70% are of ethnic groups that include people originally from the Caribbean, Indian Sub-Continent, South East Asia, Africa, and Eastern Europe. It is likely that this number is an underestimate of the true population.

Despite being one of the poorest boroughs in London and the UK, Newham has the third fastest growing population in England, with 40% of the community being 0-24 years old and



the largest population of under 1s in the UK. Continued population growth is projected as housing and economic regeneration takes place.

The area is thriving following the Olympic Games and development of Westfield Stratford City Shopping Centre. The ExCeL Centre (which briefly became the London Nightingale Hospital in April 2020) and the University of East London are all in the vicinity. Economic regeneration is being stimulated by these developments and by central government investment in large infrastructure projects such as the Jubilee line and the European high speed train terminal in Stratford. London City Airport is currently the only international airport situated in the vicinity of London and is easily accessible by public transport. The Royal Docks are also in Newham and used to be an important commercial waterway – nowadays it is more of a residential and entertainment area.

Newham University Hospital is close to the A13 trunk road, A406 North Circular Road and the Blackwall Tunnel linking North and South London. The nearest Underground Stations are Plaistow on the District and Hammersmith & City lines. Alternative stations are Upton Park, Stratford, and Canning Town. There are frequent buses to and from the stations to the Hospital.

6. Other

Personal development and training

Barts Health NHS Trust actively encourages development within the workforce and employees are required to comply with trust mandatory training.

Barts Health's education academy aims to support high quality training to NHS staff through various services. The trust is committed to offering learning and development opportunities for all full-time and part-time employees.

No matter where you start within the NHS, you will have access to extra training and be given every chance to progress within the organisation. You will receive an annual personal review and development plan to support your career progression and you will be encouraged to develop your skills and experience. There will be scope for accessing mentoring.

Continuing Professional Development

The post-holder will participate in the Consultant appraisal arrangements and will construct a personal development plan which will be reviewed on annual basis. The development plan will take account of general and specialist requirements for professional development issued by the relevant Royal Colleges, the General Medical Council, the Chief Medical Officer and the Trust itself. The post holder will be supported by appropriate study leave allocations, financial support and the Trust's appraisal scheme for consultant staff.



Clinical Audit

The candidate will be required to participate in clinical audit in accordance with the Trust's Core Audit Priorities, set by the Barts Health Board. Projects should be instigated by publication of evidence-based guidelines (e.g. NICE guidance) as well as local risk management, patient satisfaction and business needs. The emphasis is on team learning and quality improvement. Participation in multi-disciplinary and national audit as well as patient participation in audit is encouraged.

All clinical effectiveness projects in which the appointee is involved must be approved by the specialty Clinical Effectiveness Lead prior to registration with the central clinical audit team. Completion of the full audit cycle will be monitored at appraisal and contribute to revalidation.

All staff are required to attend monthly clinical audit and service improvement 'half days' to share project findings and agree recommendations. No elective clinical activity is scheduled during the session so that quality and safety issues are examined and appropriate recommendations taken forward with the agreement of the team.

Project reports written in Trust format should be disseminated to stakeholders and appropriate Trust committees and, where improvement is proven, lead to publication or conference presentation. Agreed actions must be monitored and followed up with re-audit to complete the audit cycle. Senior staff should support juniors and students in undertaking appropriate projects, raising awareness of Trust clinical audit policy on project registration, data quality, information governance and re-audit.

Health and safety at work

The postholder has a duty of care and personal obligation to act to reduce healthcare-associated infections (HCAs). They must attend mandatory training in infection prevention and control (IP&C) and be compliant with all measures required by the trust to reduce HCAs. All post holders must comply with trust infection screening and immunisation policies as well as be familiar with the trust's IP&C policies, including those that apply to their duties, such as hand decontamination, personal protective equipment, aseptic techniques and safe disposal of sharps.

All staff must challenge noncompliance with infection, prevention and control policies immediately and feedback through the appropriate line managers if required.

Confidentiality and data protection

All employees are expected to comply with all trust policies and procedures related to confidentiality and data protection and to work in accordance of the Data Protection Act 1998. For those posts where there is management or supervision of other staff it is the responsibility of that employee to ensure that their staff receive appropriate training (e.g. HISS induction, organising refresher sessions for staff when necessary).



Conflict of interest

The trust is responsible for ensuring that the service provided for patients in its care meets the highest standard. Equally it is responsible for ensuring that staff do not abuse their official position for personal gain or to benefit their family or friends. The trust's standing orders require any officer to declare any interest, direct or indirect with contracts involving the trust. Staff are not allowed to further their private interests in the course of their NHS duties.

Equality and diversity

The trust values equality and diversity in employment and in the services we provide. It is committed to promoting equality and diversity in employment and will keep under review our policies and procedures to ensure that the job-related needs of all staff working in the Trust are recognised. The Trust will aim to ensure that all job applicants, employees or clients are treated fairly and valued equally regardless of sex, marital status, domestic circumstances, age, race, colour, disablement, ethnic or national origin, social background or employment status, sexual orientation, religion, beliefs, HIV status, gender reassignment, political affiliation or trade union membership. Selection for training and development and promotion will be on the basis of the individual's ability to meet the requirements for the job.

You are responsible for ensuring that the trust's policies, procedures and obligation in respect of promoting equality and diversity are adhered to in relation to both staff and services.

Budgetary management

If you have responsibility for a budget you are expected to operate within this and under the trust's standing financial instructions (available in the intranet's policies) at all times.

Barts Health values-based leadership

Our leaders ensure a focus on health where patients are at the centre of all we do. They work to create a culture where innovation is promoted and encouraged. They lead by example and demonstrate value-based decision making as being integral to the ways of working within the Trust.

Barts Health leaders are role models who demonstrate those attitudes and behaviours which will make us unique. Our leaders are passionate about delivering high quality patient care, take pride in the work that they do to and are committed to the delivering the Barts Health NHS Trust 10 pledges of:

1. Patients will be at the heart of all we do.
2. We will provide consistently high-quality health care.
3. We will continuously improve patient safety standards.
4. We will sustain and develop excellence in research, development and innovation.
5. We will sustain and develop excellence in education and training.



6. We will promote human rights and equalities.
7. We will work with health partners to improve health and reduce health inequalities.
8. We will work with social care partners to provide care for those who are most vulnerable.
9. We will make the best use of public resources.
10. We will provide and support the leadership to achieve these pledges.

Our leaders are visible leaders who believe in spending time listening and talking our staff, patients and partners about the things that are important to them and the changes they would like to make to continuously improve patient care.

Barts Health leaders work with their teams to develop organisational values, embed them in our ways of working and create the cultural changes required to ensure that we consistently provide an excellent patient experience, regardless of the point of delivery, in an environment where people want to work, regardless of where they work or what they do.

Infection control

As an employee of the Trust, you are required to be familiar with, and comply with, Trust policies for infection control and hand-hygiene in order to reduce the spread of healthcare-associated infections. For clinical staff with direct contact with patients this will include compliance with Trust clinical procedures and protocols, including the uniform and dress code ("bare below the elbows"), the use of personal protective equipment policy, safe procedures for using aseptic techniques and safe disposal of sharps. All staff are required to attend mandatory training in Infection Control and be compliant with all measures known to be effective in reducing healthcare-associated infections.

Trust Consultants in their position as clinical leaders are expected to lead on infection control within their clinical areas and to set an example for other Trust employees and the public.

Trust policies and mandatory training

All Trust employees should be familiar with and comply with Trust policies. These are available on the Trust intranet. Consultant staff are required to remain up-to-date with statutory and mandatory training.



Code of Conduct for NHS Managers

As an NHS Manager, you are expected to follow the Code of Conduct for NHS Managers (October 2002). www.nhsemployers.org/. This supports us to develop a sustainable workforce and bring the very best out in people.

Safeguarding adults and children

Employees must be aware of their responsibility to maintain the wellbeing and protection of vulnerable children and adults. If employees have reason for concern that a patient is 'at risk' they should escalate this to an appropriate person i.e. line manager, safeguarding children's lead, matron, ward sister/change nurse, site manager or consultant (October 2002). www.nmc-uk.org/

Person specification

Domain	Essential Criteria	Desirable Criteria
Qualifications	<ul style="list-style-type: none"> • CCT (or equivalent), or within 6 months of a date, or entry on the Specialist Register of the GMC for General Internal Medicine • MRCP UK • A higher specialist training scheme in Gastroenterology • Wide experience in General Internal Medicine • Experience of working in the UK NHS system within secondary care 	<ul style="list-style-type: none"> • Higher Research Degree i.e MSc, PhD or equivalent
Experience	<ul style="list-style-type: none"> • Full JAG accreditation in diagnostic and therapeutic upper gastrointestinal endoscopy with experience of being part of emergency out of hours endoscopy rota • Provisional JAG accreditation in diagnostic and therapeutic colonoscopy 	<ul style="list-style-type: none"> • Publication record in field of gastroenterology or GIM • Critical incident reporting • Training in and experience of appraisal • Risk management Training • NHS complaint handling



	<ul style="list-style-type: none"> • Experience in performing clinical audit 	
Knowledge	<ul style="list-style-type: none"> • Detailed knowledge of Gastroenterology services and G(I)M and of the specialist skills required for this post • Knowledge of multidisciplinary clinical audit and demonstrable commitment to improving quality of care to patients • Understanding of modern medical curricula and commitment to life-long learning • Experience of supervising medical staff 	<ul style="list-style-type: none"> • Attendance on management or leadership course
Skills	<ul style="list-style-type: none"> • Ability to work as part of a multidisciplinary team • Ability to teach medical students and junior medical and nursing staff • Ability to manage staff and resources effectively • Ability to communicate effectively with colleagues, patients, relatives, GPs nurses and other agencies • Proficient use of IT systems 	<ul style="list-style-type: none"> • Previous experience developing, delivering and leading education and training within a department • Ability to develop research projects and supervise trainees in their research
Other	<ul style="list-style-type: none"> • Flexible and co-operative approach to colleagues • Enthusiasm and ability to work under pressure • Good organisational and management skills • Team player with leadership qualities • Good communication skills 	<ul style="list-style-type: none"> • Previous experience in organising teaching programmes • Demonstrable experience in research and publication record



