

Homerton University Hospital
NHS Foundation Trust

**Locum Consultant Physician and
Gastroenterologist**

Information Pack and Job Description

April 2024

1. Introduction

Homerton University Hospital NHS Foundation Trust is a medium sized local hospital providing acute and community health services for Hackney, The City and surrounding communities and also provides a range of specialist services for a much wider population.

We provide general hospital and community services to Hackney and the City of London, and specialist care in obstetrics, neonatology, fetal medicine, fertility, bariatric surgery and neuro rehabilitation across east London and beyond.

As a foundation trust, Homerton has greater freedom from the Department of Health to enable it to be more responsive to local healthcare needs and have greater accountability to the patients and public it serves.

The principal purpose of the Trust remains to provide goods and services for the purposes of the health service in England, and has a duty to do this effectively, efficiently and economically.

The Trust comprises Homerton Hospital in Hackney and the Mary Seacole Nursing Home, situated in Shoreditch as well as Hackney and the City Community Health Services.

As one of London's designated peri-natal centres, Homerton provides a highly specialised range of obstetric and neonatal services. A major capital expansion programme is in hand to accommodate 6000 births per annum and provide 40 neonatal intensive care cots.

Over 3500 staff are directly employed by the trust, with a further 1000 contracted to work for us or placed here for training. In the latter group are pre and post registration medical and health care professional trainees from the London Deanery, Barts and the London Medical School, City University and East London University.

2. Management structure

The board is made up of seven non-executive directors, one of whom is the chairman, Sir John Gieve, and six executive directors. The board is responsible for the effective running of the hospital in line with established objectives and priorities in accordance with the highest standards of corporate governance.

The board is responsible for shaping the hospitals future and has a duty to consult and involve the governors in the strategic planning of the organisation. Governors in turn are accountable to the members of the Trust.

Executive Directors

- | | | |
|---|---|----------------------|
| • Chief Executive | - | Ms Louise Ashley |
| • Director of Finance | - | Mr Robert Clarke |
| • Chief Nurse and Director of Governance | - | - Ms Breedia McManus |
| • Medical Director (Interim) | - | Dr Deblina Dasgupta |
| • Chief Operating Officer | - | Mr Dylan Jones |
| • Director of Organisation Transformation | - | Mr Tom Nettel |

Non-executive Directors

- Sir John Gieve
- Ms Cherron Inko-tariah MBE
- Ms Jude Williams
- Mr Rommel Pereira
- Mr Andrew Hudson
- Mr Martin Smith

Clinical Divisions and Divisional Associate Medical Directors:

Surgery, Women's Services:

Ms Mags Farley – Divisional Operational Director
Dr Eleanor Wood – Associate Medical Director

Obstetric, maternity, gynaecology, surgery, anaesthesia, theatres, intensive care

Children's Services, Diagnostics and Outpatients:

Ms Lucy Rimmer (Interim) - Divisional Operational Director
Dr Sue Rowe - Associate Medical Director

Outpatients, paediatrics, diagnostics, sexual health

Integrated Medical and Rehabilitation Services:

Ms Noreen Moss - Divisional Operational Director
Dr Iain Ewing - Associate Medical Director

Urgent care, musculo-skeletal, medical specialties, rehabilitation, therapies, community services

3. Structure of clinical services

Clinical care is the responsibility of clinical teams divided into divisions; each division is headed up by an associate medical director.

There is an active medical council of senior medical staff which is led by an elected chair, and a junior doctors' committee.

4. Strategic Priorities and Values

Since becoming a Foundation Trust in 2004, the Trust has maintained its reputation as a high performing provider, delivering quality patient and service user care whilst also achieving compliance with key performance and regulatory requirements.

In January 2014 the Trust launched a new organisation strategy, Achieving Together. This strategy sets out our priorities, goals and values for going beyond our current high standards and establishing the Trust as one of country's foremost health providers with a reputation for quality, innovation and leading the way on service integration.

Our mission:

Safe, compassionate, effective care provided to our communities with a transparent, open approach.

Strategic Priorities

Quality

- Safe – Continuously strive to improve patient safety and provide harm free care.
- Effective – Provide services based on the latest evidence and clinical research.
- Positive patient experience – Ensure all patients have an excellent experience of our services through providing person centred care that takes into account each patient's or service user's needs, concerns and preferences.

Integration

- Pathways – Ensure care pathways, across the health system, are designed around the needs of the individual.
- Prevention – Focus on early intervention to improve health and wellbeing and reduce the cost of health care provision.
- Partnership – Create seamless services in which organisational boundaries are not evident to the patient or service user.

Growth

- Scale – Ensure core services are of a sufficient scale for long term sustainability and effectiveness.
- Reputation – Develop a national reputation and profile for leading the way in the provision of high quality and innovative health care services.
- Turnover – Establish an ability to respond to the financial and quality challenges facing health care providers by increasing turnover to £400m by 2020.

Values

The Trust has developed four core Values which form a framework for how we deliver services and relate to one another.

Over 1,500 members of staff, as well as our patients and service users participated in developing the values. This gives them real strength and reinforces the importance that they form the foundation of all that we do.

Our Values:

Safe

We will do everything we can to make our services as safe as possible and create a positive learning environment.

We will do this by:

- being open and honest when we get things wrong, and doing all we can to correct and learn from our mistakes
- listening to our staff, patients, service users and their carers and using their feedback to improve services
- ensuring that we have the right staff with the right skills caring for each patient
- constantly monitoring standards of care and responding quickly if there are concerns

Personal

We will provide care which addresses individual needs and focuses on our patients, service users, their families and carers, and our staff

We will do this by:

- ensuring that relationships with patients and service users are founded on compassion, empathy and kindness
- appreciating each person as an individual and addressing their specific needs
- actively listening to and involving patients and service users in decisions about their care
- providing continuity of care through good communication and teamwork

Respectful

We will treat others as we would expect ourselves or our families to be treated

We will do this by:

- treating everyone with dignity and respect
- listening to others and valuing their contribution
- providing services that meet the diverse needs of our communities
- valuing and supporting the health and wellbeing of all our staff

Responsibility

We will take responsibility for our actions and any problems that we come across – we will lead by example.

We will do this by:

- being open and transparent about our performance and setting challenging improvement targets
- think differently and look for new and innovative ways of working
- ensure our care is evidence based and follows best practice
- do the right thing, even when it is difficult

6. The local environment

The local population and areas served by Homerton are categorised by a striking diversity of needs. Hackney is one of the most urban and cosmopolitan areas in the country with high levels of poverty and deprivation. There are substantial immigrant and migrant populations. Many languages are spoken, and ethnic minority communities constitute over 50% of the population. Hackney's population at around 250,000 is young, mobile, and expanding, and the birth rate is rising.

The classic features of the inner-city environment - poor housing and limited employment opportunities - are known to have a major negative impact on the health of the people living in Hackney. Hackney's housing spans Victorian terraces and municipal estates ranging from low-rise blocks built in the 1930s and 1940s to high-rise concrete towers of the 1960s and 1970s. In addition to the many deprived housing estates there are an increasing number of areas which are becoming popular with more affluent residents. It also boasts some of the best parks in London, there is a thriving artist community, and it is home to many small businesses and shops.

The population is among the most multi-ethnic in the UK. People from the Caribbean, Africa & Turkey are among the larger groups.

7. The post

The post is offered on a full-time basis of 10 programmed activities on a substantive contract.

8. Academic Department of Medical and Surgical Gastroenterology

The Academic Department of Medical and Surgical Gastroenterology was opened in July 1999, with the aim of further developing team working and communication and promoting joint research, audit and academic activities. All the Medical and Surgical Gastroenterologists have offices together adjacent to the endoscopy unit, where we also have a meeting area with PowerPoint projection facilities and live video-link to the procedure rooms. We have a joint journal club, academic meetings, radiology conference, and multidisciplinary clinical meetings.

Endoscopy is carried out in a new purpose-built unit next to the Day Stay Unit with three procedure rooms with a full range of up-to-date video endoscopy equipment. A wide range of diagnostic and therapeutic procedures are carried out, including endoscopic ultrasound, ERCP, stenting, dilatation, polypectomy, argon beam photocoagulation, PEG and PEJ feeding. We currently carry out approximately 3700 upper GI endoscopies per year, (including direct access) 2300 colonoscopies,

450 flexible sigmoidoscopies, 200 ERCPs and 100 EUSs. We are a recognised European Training Centre for endoscopy, and JAG accredited for bowel cancer screening.

Medical gastroenterology clinics see over 2500 new patient referrals per year. Specialist clinics are provided for inflammatory bowel disease, liver disease, hepatobiliary disease, nutrition and Neurogastroenterology.

Senior Staff

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| Dr Iain Ewing | Consultant Physician and Associate Medical Director for EMRS Division. Hepatology & Substance Misuse. Special interest in liver disease including viral hepatitis. |
| Dr Laura Marelli | Consultant Physician and Gastroenterologist, Clinical Lead for Endoscopy and Clinical Director of North East London Bowel Cancer Screening Centre Special interest in capsule endoscopy and Bowel Cancer Screening |
| Dr Ray Shidrawi | Consultant Physician and Gastroenterologist Special interest in EUS and interventional endoscopy |
| Dr Eleanor Wood | Consultant Physician and Gastroenterologist and Associate Medical Director for SWSH Division. Special interest in IBD |
| Dr Nora Thoua | Consultant Physician and Gastroenterologist and Clinical Lead for Gastroenterology and IBD Special interest in IBD and Bowel Cancer Screening |
| Dr Henning Spranger | Consultant Physician and Gastroenterologist, Clinical Lead for Nutrition and UGI Physiology, and JAG Training Lead |
| Dr Esra Asilmaz | Consultant Physician and Gastroenterologist |
| Dr Tareq El Menabawey | Consultant Gastroenterologist |

Permanent Post (this post) Consultant Physician and Gastroenterologist

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|------------|--|
| Mr Hussain | Consultant in Upper GI and Bariatric Surgery |
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| Mr John Loy | Consultant in Upper GI and Bariatric Surgery |
| Mr Sanjay Agrawal | Consultant in Upper GI and Bariatric Surgery |
| Ms Kalpana Devalia | Consultant in Upper GI and Bariatric Surgery |
| Ms Amir Ghanbari | Consultant Colorectal Surgeon |
| Mr Adnan Alam | Consultant Colorectal Surgeon |
| Ms Arifa Siddika | Consultant Colorectal Surgeon |
| Ms Tamzin Cuming | Consultant Colorectal Surgeon |

Other staff

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|-------------------------------|---|
| Ms Alex Hall | Gastroenterology Nurse Consultant and Clinical Nurse Specialist (IBD) |
| Ms Katarzyna Stegienta-Harmer | Clinical Nurse Specialist (IBD) |
| Ms Elsie Labi | Clinical Nurse Specialist (UGI Physiology) |
| Ms Utitofon Jacob | Endoscopy Unit Manager |
| Vacant | Nurse Endoscopist and Upper GI Clinical Nurse Specialist |
| Ms Irene Fernandes | Clinical Nurse Specialist (Stoma Care) |
| Ms Vicenta Lazarescu | LGI Cancer Clinical Nurse Specialist |
| Sr Martina Kelly | UGI Cancer Clinical Nurse Specialist |

We have 2 WTE secretaries supporting medical gastroenterology, and four dedicated endoscopy appointments administrators. There are three Consultant Radiologists with a special interest in gastrointestinal radiology. We have two Gastroenterology SPRs, one Acute Medicine SPR, one Core Medical Trainee, 2 Gastro Clinical Fellows, and two Foundation Programme Trainees (year 1).

9. Teaching and training

Homerton Hospital is a major teaching hospital to Barts and the London School of Medicine and Dentistry. Groups of students are allocated to the firm, and there is a regular teaching module in their 3rd and 5th years.

The Department has a strong commitment to postgraduate teaching, contributing sessions on the Foundation and CMT training programme, as well as presentations to the monthly postgraduate and medical unit meetings. We occasionally host SPR Training days and the Department hosts a variety of surgical, laparoscopic and endoscopic skills workshops. Teaching for the PACES exam for MRCP is also run at the hospital.

There is a weekly alternating journal club/academic meeting and radiology meeting in the department.

The appointee will participate actively in the formal and informal teaching of medical students and will be expected to participate in the Homerton Hospital's postgraduate meetings and the training programmes of junior medical staff run by the Homerton Education Centre.

The HUH is committed to implementing the EWTD for junior doctors. All the Trust's consultants are responsible for ensuring that the hour's targets are met and the junior doctor's time-tabled educational programmes are maintained, with the support of the Guardian of Safe Working.

The hospital has a purpose built Education Centre, which contains a "state of the art" Simulation centre, operational since 2010. The Trust holds an annual Simulation conference. Dr. Wood is the Director of Medical Education and Foundation Programme Director FY2. There is a library carrying a good stock of Medical Journals and textbooks, and a large number of computers providing electronic access to a wide range of full-text journals, databases and other resources. There is also a new lecture theatre with videoconferencing facilities, clinical skills laboratory and several meeting rooms.

The post holder will be expected to participate in teaching and training of postgraduate doctors, which may include acting as a clinical supervisor to one or more individuals, providing them with regular appraisal and support.

It is in the mutual interest of the Trust and Barts and The London, Queen Mary's School of Medicine and Dentistry to support quality medical education funded via the undergraduate contract. The Trust requires consultant staff to support undergraduate teaching activities.

10. Research and development

The trust is keen to support high quality R&D and innovation. Current R&D funding arrangements in the NHS require that all R&D is recorded and co-ordinated by the Trust's R&D office. Before starting projects, appropriate steps should be taken to ensure that projects meet prevailing standards of research governance. The R&D office will also advise staff about intellectual property.

11. Audit and administration

The post holder will be expected to contribute and participate in the department's ongoing clinical audit programme and will carry out all administrative duties associated with the care of their patients

12. Study leave

The post holder will be expected to comply with CPD requirements of the relevant Royal College. Study leave may be requested in accordance with the Trust's policy for continuing medical education. Annual leave may be taken in accordance with the Trust's guidance on leave arrangements for medical staff. To ensure the smooth running of the service, the post holder will ensure that, in conjunction with colleagues, adequate arrangements are made to cover planned absences.

13. Terms and conditions

The post is covered by the current terms and conditions of service, the 2003 consultant contract, and Trust policies and procedures

Job description

THE POST

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|---------------------------|---|
| Job Title: | Locum Consultant Physician & Gastroenterologist |
| Contract: | Full Time – Fixed Term |
| Sessions per week: | 10 PAs |
| Department: | Academic Department of Medical and Surgical Gastroenterology |
| Responsible to: | Associate Medical Director for Integrated Medicine and Rehabilitation |

Post description Homerton University Hospital is at the centre of an ethnically and culturally diverse population with a high incidence of gastrointestinal and liver disease. The Academic Department of Medical and surgical Gastroenterology provides a wide range of services including diagnostic and therapeutic endoscopy, video capsule endoscopy, ERCP and EUS. There are specialist clinics in inflammatory bowel disease and liver disease, and we are an upper GI cancer unit and lower GI cancer centre. We perform more than 10% of all the bariatric operations done in the UK, and we are a Bowel Cancer Screening Centre. This post will focus on general gastroenterology and endoscopy. The post holder will be expected to participate in job planned out of hours endoscopy and the on-call bleeding rota (1:8).

Personal Development Opportunities The successful appointee will be supported in the attainment of personal developmental goals.

Clinical Responsibilities

The successful candidate will be expected to provide specialist expertise in Gastroenterology, Hepatology and Endoscopy.

Gastroenterology

The post-holder will provide diagnostic and therapeutic endoscopy and will be expected to attend ward referrals and care for inpatients with gastroenterological disease. All patients with gastrointestinal complaints should be admitted to our base ward and come under our care. Ward work is shared with 7 other consultants (8 in total). The junior staff includes two specialist registrars in gastroenterology (one usually in their final year and the other in their first or second years) one specialist registrar in acute medicine, two Gastroenterology Clinical Fellows (one Simulation Fellow and one Quality Improvement Fellow), one CMT and two FY1 trainees. The liver service is supported by a CNS in liver. The postholder is expected to participate in the emergency GI Bleed rota (currently 1:7). Elective out of hours endoscopy is required comprising one evening session per fortnight and a two session Saturday list to coincide with bleeding on call 1:8.

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| Indicative timetable |
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Initially the workload will be as follows (exact timetable to be confirmed on appointment).

| | Mon | Tue | Wed | Thur | Fri | Sat (1:8) |
|-----|---------------------------|-----------------------|---|---------------------------|----------------|----------------|
| AM | General Gastro/IBD clinic | *Ward referrals/Admin | General Gastro/IBD clinic 1:2 / SPA 1:2 | Endoscopy List (Mile End) | Admin | Endoscopy List |
| PM | SPA | SPA 1:2 | Paper Clinic | Endoscopy List (Mile End) | Endoscopy List | Endoscopy List |
| Eve | | | | | | |

* Ward cover and referrals from other specialties are currently organised in 1 month blocks, shared with 7 other consultants. This workload equates to 1 PA/week across the year.

2 SPA: 1 core SPA which includes appraisal, job planning and CPD activities; 1 SPA clinical supervision, teaching and training

2 Endoscopy lists a week to be covered at Mile End Early Diagnostic Centre (**Tuesday AM, Wednesday AM or Thursday all day**)

GI Bleed rota 1:8

The above timetable is provisional and will be subject to a formal review by the postholder together with the departmental lead. The post holder will be expected to be flexible and co-operative in accordance with the requirements of the departments.

Continuing Medical Education / Continuing Professional Development

Continuing professional development is an integral part of a consultant post. The appointee will be encouraged to ensure that his/her full entitlement to study leave is taken. The appointee will be expected to attend an annual job plan review with the Clinical Lead/Associate Medical Director of the service.

Management and Clinical Audit

The post holder will be expected to contribute to the development of the service within the directorate. The appointee will be expected to take part in the management and routine administrative duties associated with the care of their patients, running of clinical departments and the supervision of junior medical staff and specialist nurses. The appointee will be expected to undertake the relevant training and appraisal to become a named clinical and educational supervisor and to contribute to the teaching of medical students attached to the Gastroenterology team. In addition, he or she will be expected to adopt an active role in the wider management arena within the directorate where appropriate.

The department has a strong focus on clinical audit and clinical risk management and there are regular clinical audit meetings and case review meetings which the appointee will be expected to attend when possible. The Trust is committed to developing a clear approach to clinical governance and the post holder will be expected to play a key role in this area, participating in the development and implementation of specific initiatives when appropriate.

The Trust is committed to implementing the new deal and EWTD for junior doctors, particularly on junior doctors' hours. All Trust consultants are responsible for ensuring that the hours' targets are met and timetabled educational programmes are maintained.

Equal Opportunities

The postholder must at all times carry out duties and responsibilities in accordance with the Trust's equal opportunities policy.

Visiting

Applicants are invited to visit the Homerton Hospital by arrangement with Consultants in Applicants are invited to visit the Homerton Hospital by arrangement with Consultants in Gastroenterology; Dr's. Shidrawi, Wood, Marelli, Thoua, Ewing and Spranger on 020 8510 7435 or via switchboard 0208 510 5555.

Equal opportunities

The post holder must at all times carry out responsibilities and duties in accordance with the Trust's Equal Opportunities Policies and single equalities framework.

Health and safety

Employees must be aware of the responsibilities placed upon them under the Health and Safety at Work Act 1974, to ensure that the agreed safety procedures are carried out to maintain a safe working environment for patients, visitors and employees.

Confidentiality

The post holder must maintain confidentiality of information about patients, staff, visitors and other health service employees in accordance with Data Protection Act 1998.

Safeguarding children and vulnerable adults

All employees have a responsibility for safeguarding children and vulnerable adults in the course of their duties and for ensuring that they are aware of the specific duties relating to their role.

Infection control

Demonstrate a detailed knowledge of the Health and Social Care Act 2008 (Previously known as the 'Hygiene Code') and the requirements pertaining to own services. Ensure that service and practices are compliant with Infection Prevention and Control policies and procedures. Take responsibility for ensuring that lapses are reported and managed appropriately and be aware of the status of any Infection Control issues within own service.

All staff has a role in reducing healthcare associated infections (HCAIs) and must attend mandatory training on infection control and be compliant with all measures known to be effective in reducing HCAIs. All employees of the Trust are required to observe legislation, Trust policies, standards and guidelines relating to Health and Safety, Infection Control, Hygiene Code, Risk Management, Equal Opportunities, Confidentiality, Data Protection, Freedom of Information and the Trust Code on Behaviour.

General information - terms and conditions

Candidates can be appointed if within 6 months of their expected CCT date at the time of interview.

The post is covered by Homerton Hospital NHS Trust's terms and the new 2003 consultant contract terms, and is subject to the National Health Service (Superannuation) Regulations.

The salary scale for the post will be on the consultant scale in accordance with the NHS salary scales, plus London weighting allowance. The postholder will participate in a medium frequency on-call rota, category A. This rota entitles the postholder to a 5% on-call supplement.

The successful candidate must be fully registered with the General Medical Council and have been admitted to the specialist register before taking up the appointment.

All appointments are made subject to satisfactory occupational health clearance and CRB checks; the successful candidate will be required to undergo occupational health screening prior to commencing work with patients.

Because of the nature of the work this post is exempt from the provision of section 4 (2) of the Rehabilitation of Offenders Act, 1974, by virtue of the Rehabilitation of Offenders Act, 1974 (Exemption Order 1975). Applicants are, therefore, not entitled to withhold information about conviction including those which for other purposes are "spent" under the Act and, in the event of employment, any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust.

This job description represents an outline of the duties of the post and will, together with the job plan, be reviewed on an annual basis in accordance with the Trust's consultant appraisal and job planning scheme.

For further information contact the Medical Staffing Department on 020 8510 5194.

Please contact for any informal inquiries to: Dr. Nora Thoua, via switchboard or Dr. Iain Ewing – Associate Medical Director via Switchboard (0208 510 5555).

PERSON SPECIFICATION

| Attributes/skills | Essential | Desirable | Measurement |
|--|--|--|--|
| Qualifications Higher qualifications | Fully registered with GMC MRCP (or equivalent) Gastroenterology CCT (or equivalent) | Other higher degree or diploma (e.g. MD, PhD) | Application form |
| Relevant experience in speciality/sub speciality | Relevant subspecialty experience in inflammatory bowel disease / endoscopy | | Application/ interview |
| Clinical skills | Ability to practice independently in gastroenterology and offer expert clinical opinion on a range of gastroenterological conditions JAG Accredited in Endoscopy Excellent clinical skills | | Application/ interview |
| Leadership and professionalism | Ability to take responsibility, lead, make decisions and respond appropriately to service need | Familiar with current structure of the health service and conversant with recent initiatives and changes | Application/ interview |
| Management skills | Awareness of the overall business environment in which the hospital operates Understanding of the importance of good clinical coding Knowledge of regulatory frameworks e.g. JAG, GRS | Management of team or programme or project | Application/ interview Application/ interview |

| Attributes/skills | Essential | Desirable | Measurement |
|------------------------|--|---|----------------------------|
| Teaching & training | Experience of undergraduate and post-graduate teaching | JAG approved Train the trainer qualification GMC approved Clinical and Educational Supervisor training | Application/ interview |
| Clinical Governance | Evidence of contribution to effective audit and clinical risk management | | Application/ interview |
| Research | Understanding of principles and application of clinical research Relevant research experience | Publication of peer reviewed papers | Application/ interview |
| Communication skills | Ability to communicate with clarity and intelligently in written and spoken English IT skills and computer literacy | Computer skills course/certificate Advanced communication skills for cancer MDT meetings | Application/ interview |
| Patient focused skills | Empathy, understanding, listening skills, patience, social skills appropriate to different types of client | | Interview |
| Interpersonal skills | Good interpersonal skills coupled with an ability to co-operate, persuade and negotiate within a senior clinical and management team | | Interview |
| Personal attributes | An awareness of own strengths and weaknesses coupled with an ability to deploy them effectively | | Interview Reference |