

**CANCER, HAEMATOLOGY, UROLOGY, GASTROENTEROLOGY & GENERAL SURGERY  
(CHUGGS)  
CLINICAL MANAGEMENT GROUP**

**JOB TITLE:** Clinical Fellow in Endoscopy / Luminal gastroenterology

**BAND:** MT04 ST3+

**BASE:** Your primary base will be LRI, however travel between UHL's hospital sites will be required






**HOURS:**

**REPORTS TO:** Clinical Supervisor  
CMG Clinical Director and Manager

**ACCOUNTABLE TO: Clinical Director Gastroenterology, CHUGGS**

**ABOUT UHL, OUR VALUES AND BEHAVIOURS**

**Our purpose.** We are here to provide Caring at its best to our patients and their carers  
Caring at its best means at all times, we behave in line with our values.

- |   |   |
|---|---|
| 1. We <b>treat</b> people how we would like to be treated       |  |
| 2. We <b>do</b> what we say we are going to do                  |  |
| 3. We <b>focus</b> on what matters most                         |  |
| 4. We are <b>one team</b> and we are best when we work together |  |
| 5. We are <b>passionate</b> and <b>creative</b> in our work     |  |

**Becoming the best:** Becoming the Best is our new Quality Strategy.

Whilst we are clear on **what** good looks like, there is much work to do on the **how**. This will involve everyone working together across the Trust, and with our patients, to do some more detailed thinking about how we deliver the approach which is set out in the Quality Strategy. This is a long term plan, not a quick-fix, and you should not expect to see everything change all at once.

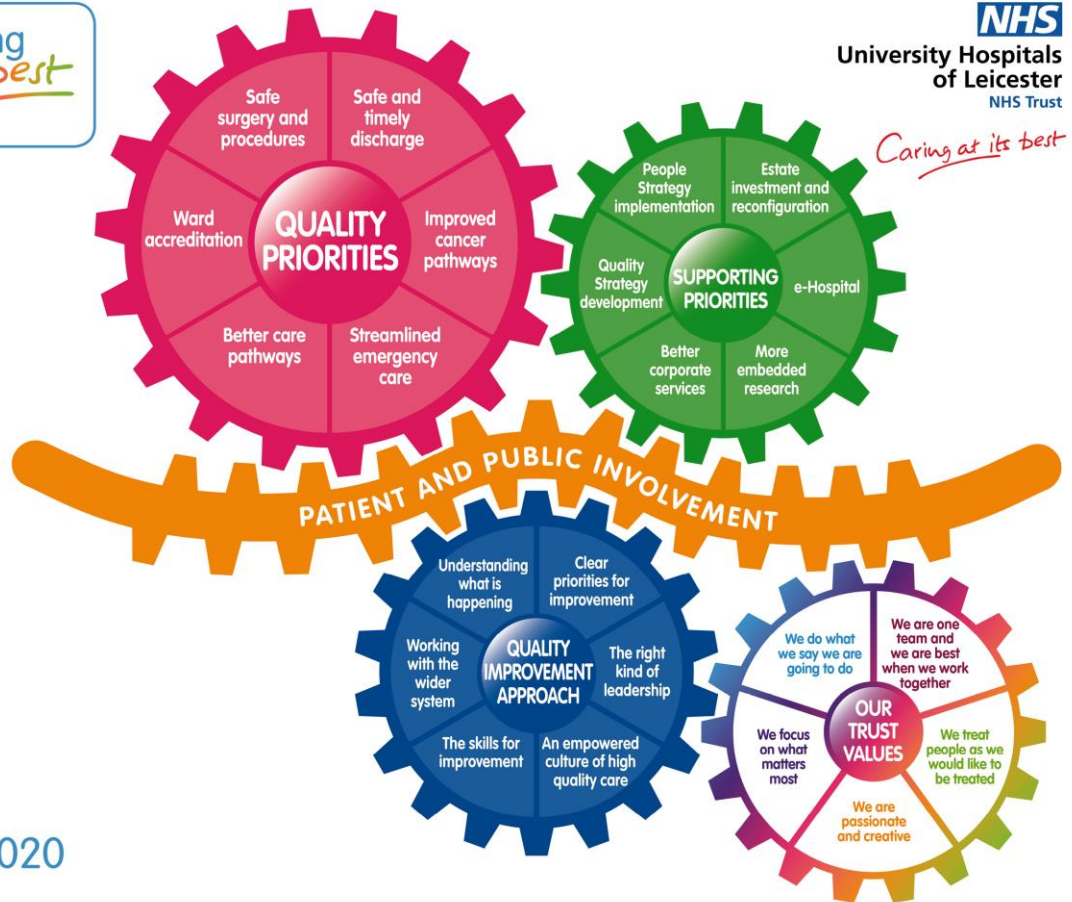
Based on what we have seen work elsewhere, we will be applying the approach below to everything that we do:

- We will **understand** what is happening in our services, so that we know what needs to be improved
- We will have clear **priorities and plans** for improvement, so that we are clear about what we are trying to do
- We will develop our **culture and leadership**, so that everyone is empowered and encouraged to make improvements
- We will adopt a single approach to improvement (our quality improvement **methodology**), and give people at all levels the **skills** to use it
- We will always involve our **patients** when we are making improvements that impact on them and their care
- We will integrate this work with the wider **health and social care system**, of which we are a part.

**Our annual priorities:** Every year we will create a set of annual priorities that will help us on our Becoming the Best journey. By delivering these we will fulfil our purpose to provide 'Caring at its best'.



*Caring at its best*



**Year 1**  
2019-2020



## **JOB DESCRIPTION**

### **MAIN DUTIES AND RESPONSIBILITIES**

### **BACKGROUND**

### **APPOINTMENT**

This is a six-month post in the first instance with the option by mutual agreement to extend this by a further 6 months, as a whole-time non-resident Clinical Fellow in Endoscopy to work as a 'middle-grade' SpR-equivalent at the University Hospitals of Leicester NHS Trust. This post is designed to provide the candidate with additional experience in Luminal Endoscopy and advanced therapeutic endoscopy at a peri or post CCT level.

### **QUALIFICATIONS/EXPERIENCE REQUIRED**

The candidate should have completed basic Medical training, passed their MRCP examination, hold a valid JAG certificate, and be independent in diagnostic upper & lower GI endoscopy. Preference will be given to candidates whose Curriculum Vitae shows good career progression.

### **CONTRACTED HOURS**

Details of the endoscopy fellow's timetable are enclosed, but may be subject to alterations. The successful candidate will have similar protected time for research, as their SpR peers.

### **ABOUT UNIVERSITY HOSPITALS OF LEICESTER NHS TRUST**

The University Hospitals of Leicester NHS Trust comprises of three acute hospitals based in Leicester: -

Glenfield Hospital, Leicester General Hospital and Leicester Royal Infirmary.

**Glenfield Hospital** is situated about three miles north west of Leicester city centre. The hospital has around 520 beds and over 2100 staff providing a range of in-patient, day case and outpatient services within the specialty groupings of Orthopaedics, Critical Care and Theatres, Cardiac Services, Vascular and HPB Surgery and Integrated Medicine.

Within Cardiac Services the Rapid Access Chest Pain Clinic, providing specialist cardiological assessment for suspected cardiac pain, has been awarded 'Beacon Site' status by the National Health Service (NHS).

**Leicester General Hospital** is situated approximately three miles east of Leicester city centre and offers a range of in-patient, day case and outpatient services across the specialties of Medicine, Obstetrics and Gynaecology, Surgery, Urology, Orthopaedics, Anaesthesia and

Clinical Support Services. Leicester General Hospital has approximately 680 beds and over 2700 staff.

**Leicester Royal Infirmary** is located close to Leicester city centre. The hospital has over 1100 beds and over 5300 staff and provides Leicester's only Accident & Emergency service. The main specialty groupings at the hospital are Acute Medicine, Obstetrics and Gynaecology, Ophthalmic Surgery, General Surgery, Plastic Surgery, The Children's Hospital, Clinical Diagnostic Services, Cancer Services, Theatres and Critical Care and A & E / Orthopaedic Trauma Surgery.

The Hearing Services Department (Surgical Directorate) at Leicester Royal Infirmary has been awarded two Charter Marks in 1996 and 1999, for delivering excellence in public service.

### **Clinical**

University Hospitals of Leicester NHS Trust is one of the largest acute teaching hospitals in the NHS and the largest provider of acute healthcare in Leicestershire, with close relationships with the University of Leicester and DeMontfort University. A number of specialties have a national and international reputation for their ability to provide specialised or unique clinical services. Clinical research has won recognition for contributions to advances in clinical knowledge and practice.

Investment into the state of the art clinical equipment and major initiatives to improve quality of service ensure that services are more accessible and convenient to patients.

*Further information can be obtained via our website at: [www.uhl-tr.nhs.uk](http://www.uhl-tr.nhs.uk)*

### **THE WORK OF THE Gastroenterology and Endoscopy DEPARTMENT**

There are Endoscopy units at all three UHL sites ( Leicester Royal Infirmary, Leicester General Hospital and Glenfield Hospital) and this post will work across all three. Endoscopy is also carried out in the community.

The endoscopy department provides an extensive range of both diagnostic and therapeutic Upper and lower gastrointestinal endoscopy and will provide an excellent opportunity for the candidate to develop a specialist interest in therapeutic endoscopy. UHL is also involved in the national bowel cancer screening programme.

## **DUTIES OF THE POST**

### *Clinical*

The candidate will be expected to do 4 Endoscopy sessions per week, in addition to 1 Gastroenterology clinic in his / her chosen sub speciality. The job plan will include dedicated time allotted for research and audit.

The candidate will not have any emergency commitments but will be expected to run 2 endoscopy sessions on a weekend list on a 1 in 4 frequency.

### *Research & Training Opportunities*

#### **College of Medicine, Biological Sciences and Psychology Pro-Vice-Chancellor & Head of College: Professor David Wynford-Thomas FMedSci**

The College's mission is to pursue the highest standards of research, education and training in biomedical and related subjects, and to apply this knowledge and expertise to enhance the quality of life and economic prosperity of populations, both locally and in the wider world.

Its considerable academic resources mean that it is already widely recognised for the international impact of its research and the quality of its undergraduate and postgraduate teaching. This is reflected in the high proportion of academic staff regarded as international in the 2008 Research Assessment Exercise, and the consistently high ratings achieved in the National Student Survey.

This is an exciting time to join a dynamic new academic enterprise and contribute to its development. The new College is creating the academic and physical environment to enable scientists and clinicians to work together across traditional boundaries to address some of the key outstanding questions in biomedical research and to engage with increasing effectiveness with commercial and public bodies.

The College brings together 10 departments: Biochemistry, Biology, Cancer Studies and Molecular Medicine, Cardiovascular Sciences, Cell Physiology and Pharmacology, Genetics, Health Sciences, Infection, Immunity and Inflammation, Medical and Social Care Education and Psychology. In addition the University hosts the MRC Toxicology Unit, with which there is close collaboration. Building on existing strengths, multi-disciplinary research themes have been developed to exploit synergies between basic science, clinical medicine and psychology in the College. These themes are in the fields of genome science; molecular & cellular bioscience; cancer; cardiovascular sciences; respiratory science; microbial science; neuroscience and behaviour; and population science. A further theme is exploring the research which underpins teaching & learning.

<http://www2.le.ac.uk/colleges/medbiopsych/research>

The College has approximately 295 academic staff and 718 research, administrative and other staff, with a total of approximately 2,350 fte undergraduate students and 850 postgraduates. It has an annual turnover of £64M.

## **THE CITY OF LEICESTER**

Leicester is a thriving city in the centre of England. It offers all the attractions of a busy urban setting with rolling countryside within easy reach. The city has a rich history going back to Roman times and now has prosperous industries based upon hosiery, light engineering, printing and a range of service activities.

The Leicester market is one of the largest in Europe and has occupied its present site, in the centre of the city, for over 700 years. The surrounding shops are set in an attractive pedestrianised area; there are two enclosed shopping centres and squares, lanes and arcades with smaller shops and cafes. The city has some fine parks including Castle Gardens and Abbey Park, both alongside the River Soar, and Victoria Park, which is adjacent to the University.

The Phoenix Arts Centre & the Curve Theatre both offer a varied programme of film, drama, dance and music. The De Montfort Hall, adjacent to the University, is one of the finest concert venues outside London and the city has a fine collection of museums. The city centre is linked to the Museum and Art Gallery and to the De Montfort Hall by New Walk, an elegant pedestrian thoroughfare laid out in 1785.

## **LEICESTERSHIRE AND RUTLAND**

Leicestershire is a county of surprising beauty and style. Its rural landscape and picturesque villages are within easy reach of the city. Bradgate Park, 800 acres of magnificent deer park, and the ancient rocks and hills of the Charnwood Forest, lie to the north-west of the city. To the east is the County of Rutland with delightful countryside and villages.

The county offers a wide variety of sporting facilities. The Grace Road ground houses the County Cricket Club, while the renowned Leicester Tigers Football Club is a five minute walk from the University. For soccer enthusiasts, the Leicester City Stadium is similarly close at hand. Castle Donington and Mallory Park motor racing circuits are easily reached and facilities for basketball, ten-pin bowling, roller skating and swimming are to be found in the City. The county is well known for its horse-riding, rambling and cycling, and Rutland Water provides excellent facilities for fishing, sailing and watersports.

The county is well placed at the centre of England with good road and motorway links. It is also well served by two international airports - East Midlands and Birmingham. Midland Mainline operate a regular service to London, approximately half hourly.

## **TERMS AND CONDITIONS:**

In accordance with the Terms and Conditions of Service for Hospital Medical and Dental Staff (England and Wales) practitioners shall:

1. be expected in the normal run of their duties, and within their contract and job description, to cover for occasional, brief absence of colleagues as far as it is practicable.
  2. provide cover for annual study leave of colleagues, providing always that the resulting increase in duties is reasonable in the circumstances.
  3. in addition, they will be prepared to perform duties in occasional emergencies and unforeseen circumstances without additional remuneration. Commitments arising under these provisions are , however, exceptional and practitioners should not be required to undertake work of this kind for prolonged periods or on a regular basis.
  4. in circumstances other than those in 1. to 3. above, e.g., where cover is required for a practitioner on maternity leave or for a temporarily vacant post, the employing authority (not the practitioner) shall be responsible for the engagement of a locum tenens to undertake work which in their view must be carried out, but the practitioner shall have the responsibility of bringing the need to their notice. The employing authority shall assess the number of hours required.
  5. arrangements for engaging locums wherever practicable, should be made in advance of needs.

## **MAIN CONDITIONS OF SERVICE:**

The appointment is subject to the Terms and Conditions of Service of Hospital Medical and Dental Staff (England and Wales), as amended from time to time, and also such other policies and procedures as may be agreed by the UHL NHS Trust.

The successful candidate will be contracted to the UHL NHS Trust. The appointed candidate is expected to be aware of local policies and procedures and take note of the standing orders and financial instructions of the Hospital.

This is a whole-time appointment.

## **GMC REGISTRATION**

The appointee is required to maintain **full** registration with the General Medical Council with a licence to practice. Medical Staff are advised to continue membership of one of the Medical Defence Organisations.



### **SALARY**

The Specialist Registrar salary is £47,132.00.

### **ANNUAL LEAVE**

Clinical Fellows (Specialist Registrars grade) on the 1st and 2nd incremental points of the payscale shall be entitled to leave at the rate of 27 days per year (pro rata) and up to 8 public holidays. Specialist Registrars on the 3rd or higher incremental point on the payscale shall be entitled to leave at the rate of 32 days per year (pro rata) and up to 8 public holidays.

### **STUDY LEAVE**

Study Leave will be in accordance to the rules and regulations of the Trust.

### **RESIDENCE/ACCOMMODATION**

The post holder will not be required to reside in Hospital Accommodation. However should accommodation be required enquires should be made to the UHL Accommodation Office on 0116 258 8681, regarding availability and costs incurred.

## **GENERAL**

All employees are subject to the requirements of the Health & Safety at Work Act and prevailing Acts since. It is the post-holders responsibility to ensure they are familiar with all UHL Health and Safety related policies that apply to their workplace or work – practice. The post holder is required to ensure that as an employee, his or her work methods do not endanger other people or themselves.

All employees are subject to the requirements of the current Data Protection legislation and must maintain strict confidentiality in respect of patient’s and staff’s records.

All employees must comply with the Trust’s Equal Opportunities Policy and in line with the Equality Act 2010, must not discriminate on grounds of age, disability, gender reassignment, race, religion or belief, marriage or civil partnership, pregnancy or maternity, sexual orientation or sex. Other grounds on which they should not treat others unfavourably include trade union membership (or non-membership) or political affiliation, or any other grounds which cannot be shown to be justifiable.

This job description is not to be taken as an exhaustive list of duties and it may be reviewed in the light of changed service needs and development. Any changes will be fully discussed with the post holder. The post holder will be required to carry out the duties appropriate to the grade and scope of the post.

In order to ensure the Trust’s ability to respond to changes in the needs of the service, after appropriate consultation and discussion with you (including consideration of personal circumstances current skills, abilities and career development) the Trust may make a change to your location, duties and responsibilities that are deemed reasonable in the circumstances.

Your normal place of work will be as discussed at interview and will be confirmed in Section 1 of your contract but you may be required to work in other locations of the Trust. In particular, flexibility is required across the three main Hospital sites (Leicester Royal Infirmary, Leicester General Hospital, Glenfield Hospital). If your initial location is based at one of these sites, excess travel reimbursement will not apply for a permanent/temporary change to base.

## **Health Clearance for Healthcare Workers ('Occupational Health checks')**

1) It is recommended that all *new healthcare workers* have checks for tuberculosis (TB) disease/immunity and are offered hepatitis B immunisation (with post-immunisation testing of response) and blood tests for evidence of infection with hepatitis C and HIV [1]. Being free of infectious tuberculosis is mandatory. Checks for immunity to measles, mumps, rubella and varicella (chicken pox) will also be made and vaccination offered if immunity is not detected.

These *standard health clearance* checks will be completed on appointment. Managers should inform new workers that they must contact the OH department so the necessary arrangements can be made. Even if the new worker has had similar checks recently elsewhere, or has worked in UHL before, they will still need to attend for a review, unless these were undertaken at UHL as part of a current rotational medical appointment.

2) For healthcare workers who will perform exposure-prone procedures (EPPs), work in a renal unit\*, or likely to practice in an exposure prone environment, *additional health clearance* must be undertaken. Additional health clearance includes testing or demonstration of satisfactory test results for:

- HIV
- Hepatitis B
- Hepatitis C

The exact standards that must be met are described in detail in the Public Health England document: *Integrated guidance on health clearance of healthcare workers and the management of healthcare workers infected with blood borne viruses (hepatitis B, hepatitis C and HIV) October 2017, or revisions thereof.*

*\*Workers in renal units only need to demonstrate satisfactory results for Hepatitis B.*

These additional checks should be completed before confirmation of an appointment to an applicable post, as the healthcare worker will be ineligible if they do not meet the required criteria. Those who refuse to have the required tests will not be given clearance to start work.

All tests will be arranged in confidence through the Occupational Health department. All costs for testing will be borne by the employing organisation.

**[1] Health clearance for tuberculosis, hepatitis B, hepatitis C and HIV: New healthcare workers. DoH 2007.**

## **DISCLOSURE AND BARRING SERVICE (DBS) – {Formerly known as Criminal Records Bureau (CRB)}**

If this post requires a standard/enhanced disclosure by the DBS, it is regulated by statute. Failure to disclose details if you are currently / or in the future the subject of police investigation / proceedings which could result in a conviction, caution, bind over order or charges is a disciplinary matter, and may result in dismissal.

**The cost of undertaking a DBS disclosure at the required level and associated processing costs will be met by the individual.**

**To expedite the process the Trust will meet the initial costs of the disclosure which will be deducted from the individuals' salary over a three month period commencing on their first months payment.**

## **INFECTION CONTROL =**

### **Registered Healthcare Professionals**

All healthcare professionals on a professional register are personally accountable for their standards of practice which must include compliance with the Trust's infection prevention and control policies and guidelines. In addition all registered practitioners are expected to challenge non-compliance when observed to protect patients and promote patient safety. Local clinical leaders have a responsibility to maintain an organisational culture of vigilance through their role in supervising other staff.

## **SAFEGUARDING CHILDREN AND VULNERABLE ADULTS**

The post holder is responsible for safeguarding the interests of children and adults who they come into contact with during their work. To fulfil these duties post holders are required to attend training and development to recognise the signs and symptoms of abuse or individuals at risk, to follow local and national policy relating a safeguarding practice and to report and act on concerns that they may have.

## **RESPONSIBILITIES FOR CONTINUING EDUCATION AND PERSONAL DEVELOPMENT**

Undertake the Trust Corporate and Directorate specific Induction and competency Programmes appropriate to role.

## **ELECTRONIC ROSTERING**

Our Electronic Rostering system is key to ensuring staff are in the right place with the right skills at the right time, to ensure we carry out this responsibility effectively; all UHL staff must adhere to the rostering standards and guidelines set out in the Electronic Rostering Policy, pertaining to their role.

## **Statement On The Recruitment Of Ex-Offenders**

As an organisation using the Disclosure and Barring Service (DBS) to assess applicants' suitability for positions of trust, the University Hospitals of Leicester NHS Trust complies fully with the DBS Code of Practice and undertakes to treat all applicants for positions fairly. It undertakes not to discriminate unfairly against any subject of a Disclosure on the basis of conviction or other information revealed.

The University Hospitals of Leicester NHS Trust is committed to the fair treatment of its staff, potential staff or users of its services, regardless of race, gender, religion, sexual orientation, responsibilities for dependants, age, physical/mental disability or offending background.

We actively promote equality of opportunity for all with the right mix of talent, skills and potential and welcome applications from a wide range of candidates, including those with criminal records. We select all candidates for interview and appointment based on their skills, qualifications and experience.

A Disclosure is only requested after a thorough risk assessment has indicated that one is both proportionate and relevant to the position concerned. For those positions where a Disclosure is required, job adverts and job descriptions will contain a statement that a Disclosure will be requested in the event of the individual being offered the position.

Where a Disclosure is to form part of the recruitment process, we encourage all applicants called for interview to provide details of their criminal record at an early stage in the application process. At interview, or in a separate discussion, we ensure that an open and measured discussion takes place on the subject of any offences or other matter that might be relevant to the position. At conditional offer stage, we ask applicants to complete a declaration form. This is only seen by those who need to see it as part of the recruitment process.

Unless the nature of the position allows the University Hospitals of Leicester NHS Trust to ask questions about your entire criminal record we only ask about "unspent" convictions as defined in the Rehabilitation of Offenders Act 1974. Failure to reveal information that is directly relevant to the position sought could lead to withdrawal of an offer of employment. We will discuss any matter revealed in a Disclosure with the person seeking the position should a situation arise where we are required to withdrawal conditional offer of employment. We have a specialist team who is available on hand to provide support and guidance on these matters.

There is a DBS Code of Practice details of which are available at: <https://www.gov.uk/government/publications/dbs-code-of-practice>

Having a criminal record will not necessarily bar you from working with us. This will depend on the nature of the position and the circumstances and background of your offences.

## PERSON SPECIFICATION

**Post:** Clinical Fellow in Endoscopy / Luminal gastroenterology  
**BAND:** MT04 ST3+  
**CMG:** CHUGGS

Criteria	Essential	Desirable	Stage Measured at A – application I – Interview T – Test
<b>Commitment to Trust Values and Behaviours</b>	Must be able to demonstrate behaviours consistent with the Trust's Values and Behaviours		Interview
<b>Training &amp; Qualifications</b>	MRCP or equivalent GMC Registration		A
<b>Experience</b>	Full JAG accreditation for upper and lower GI endoscopy or equivalent	Early experience in therapeutic endoscopy	A
<b>Communication and relationship skills</b>	All applicants to have demonstrable skills in written and spoken English that are adequate to enable effective communications with patients and colleagues		I
<b>Motivation</b>	Personal integrity and reliability		A
<b>Research</b>	Understanding and interest in research		A

<b>Equality and Diversity</b>	Able to demonstrate a commitment and understanding of the importance of treating all individuals with dignity and respect appropriate to their individual needs.		
<b>Other requirements specific to the role</b>			



**University Hospitals  
of Leicester**  
NHS Trust