

A Teaching Trust of the University of Birmingham
Russells Hall Hospital
Dudley
West Midlands
DY1 2HQ

Job Description

Job Title:	Post CCT IBD Fellowship
Programmed Activities:	10PA
Tenure:	Fixed term 12 months
Department:	Gastroenterology
Responsible to:	Medical Service Head and IBD Clinical Lead



CONTENTS

1. Introduction to Department
2. Job Summary
3. Key Responsibilities
 - 3.1 Activities
4. Work Schedule
 - 4.1 Indicative Timetable
 - 4.2 SPA details
5. General Responsibilities
 - 5.1 Mentoring
 - 5.2 Performance Management
 - 5.3 Trust Policies & Procedures
6. Person Specification
7. Supporting Information
 - 7.1 The Dudley Group NHS Foundation Trust
 - 7.2 Dudley and the surrounding Areas

1. INTRODUCTION TO DEPARTMENT/SPECIALITY

The IBD fellowship at Dudley Group NHS Trust is a one-year training post designed for a POST CCT trainee to gain advanced sub-specialty clinical skills in IBD. The successful applicant will achieve comprehensive advanced IBD training under supervision of 3 IBD consultants (Dr De Silva – IBD clinical lead, Dr Rattehalli and Dr King)

The fellowship post would join the current ten substantive consultants; Drs Neil Fisher, Saud Ishaq, Sharan Shetty, Shanika de Silva, Rizwan Mahmood, Deepa Rattehalli, John Frost, Dominic King and Dr Matthew Harborne and Dr Francis Egbunu. The clinical team also includes one physician associate, 6 endoscopy nurse practitioners, 4 IBD specialist nurses, 4 nutrition nurses, 3 hepatology CNS, 2 upper GI cancer CNS and 4 alcohol care nurses. The team is supported by three specialist registrars alongside 3 FY1s, 3 FY2s, 1 IMT 1, 1 IMT 3, 2 MTI doctors and 2 trust grade SHOs.

There is a 36 bedded gastroenterology ward (C7). There is a modern endoscopy unit with 5 endoscopy rooms, with a project in place to open a community diagnostic centre at Corbett Hospital. There is a dedicated room in radiology for ERCP/ fluoroscopy and a dedicated IUS (intestinal ultrasound) room in outpatients.

The unit currently runs a 1-in-8 consultant-led out-of-hours emergency endoscopy service and a 1-in-8 weekend gastroenterology ward round commitment (*as part of the consultant of the week rota*).

The IBD clinic at the Dudley Group NHS Trust provides a comprehensive secondary IBD service mainly at Russell's Hall Hospital and a OP service at Corbett Hospital/Dudley Guest Hospital.

The Trust is affiliated with the University of Birmingham Medical school/Aston Medical School to provide regular undergraduate training. We are also affiliated with St George's Medical School, Grenada. We encourage potential candidates to enrol in the Clinical Teaching Academy. The Dudley Group NHS Foundation Trust has now been granted university status, recognising its hard work to drive innovation, enhance academic collaborations and invest in research partnerships, bringing a variety of benefits to patients, students, and the local community.

There are excellent library facilities in a purpose-built Postgraduate Centre and a new Undergraduate centre.

The Clinical Service Lead for gastroenterology is Dr Francis Egbunu and for Endoscopy service lead is Dr Rizwan Mahmood.

IBD at Russells Hall:

We have a thriving IBD department with 3 dedicated IBD GI consultants, the structure of the service is outlined below:-

IBD Consultant lead Dr Shanika de Silva

Two IBD consultants Dr Dominic King and Dr Deepa Rattehalli

- 3 WTE IBD nurses who provide an excellent IBD helpline service to over 3000 IBD patients
- 1 IBD pharmacist, IBD manager, IBD admin and database staff
- Dedicated IBD infusion unit with more than 700 patients on biologics/small molecule
- Monthly IBD MDT, Monthly virtual Biologics MDT
- The IBD team is supported by the surgical team, and we run a monthly joint medical surgical clinic along with a monthly MDT
- Specialist colorectal surgeons offering comprehensive laparoscopic IBD surgery
- Gastroenterology research nurse team
- Dedicated Inflammatory Bowel Disease outpatient clinic with patient with IBD
- Training in Intestinal US- a recognised IBUS training centre in the UK. Weekly IUS clinics.
- Training in reading capsule endoscopy (bidirectional)
- Training in IBD specific endoscopy including surveillance and assessment
- Inpatient IBD management including complex IBD and nutritional issues
- Yearly IBD transition clinics at Birmingham Children's Hospital, with a further yearly transition clinic at RHH, if needed.
- Collaborate working IBD specific Rheumatologists, Dermatologists and Ophthalmologists
- IBD dietician
- 3 monthly pregnancy clinics with close links with obstetric department
- Access to 5 endoscopy rooms, capsule endoscopy services for small bowel and colon, and Intestinal US for disease assessment.

2. JOB SUMMARY

This post is designed for a trainee in their POST CCT to gain advanced sub-speciality clinical skills in IBD.

The post holder should have MRCP and demonstrate entry onto the GMC specialist register with CCT (or within 6 months of it at interview). They would contribute to the general gastroenterological workload including diagnostic and therapeutic endoscopy, in addition to a small caseload of the general medicine. A research interest with evidence of publications is desirable as is a post graduate degree.

The post will be supported by the Gastroenterology Secretary team. Office accommodation will be provided; this is likely to be shared with a colleague but will include a personal desk and networked personal computer.

3. KEY RESPONSIBILITIES

3.1 Activities

Within each session defined as 4 hours, each list will contain cases timed according to unit protocols. The 4 hour session is to include related administrative duties. For endoscopy, current unit practice is for mixed lists comprising OGDs, flexible sigmoidoscopies, and colonoscopies, from inpatients, emergencies, waiting list and rapid access sources with a total of 220 minutes (am) or 200 minutes (pm) timetabled endoscopy. Routine diagnostic OGDs and colonoscopies are timed at 20 minutes and 40 minutes respectively, with additional time added on training lists or for interventional procedures etc. Morning endoscopy lists run as 11 points and afternoon lists run as 10 points. Training lists are reduced to 8 points.

Two outpatient clinics per week will be held; either at Russells Hall Hospital or a peripheral clinic (Corbett or Guest hospital); some clinics are supported by junior or nursing staff and this is expected to evolve during career progression. A clinic template without support will include 30 minutes per new patient and 15 minutes per follow up, this would amount to 4 new and up to 8 follow up cases within a typical clinic and in line with Royal College Guidance. Unfilled slots will be utilised for new patients and rapid access patients.

Flexible timetabling of clinics and endoscopy lists will be introduced as part of this appointment but the expectation is that at least one clinic and one endoscopy list will be scheduled at fixed times in the weekly timetable.

4. WORK SCHEDULE

Proposed Work Programme

The proposed programme of work comprises of 10 programmed activities (PAs) each of which has a nominal timetable value of four hours.

Direct clinical care (DCC) (work relating directly to the prevention, diagnosis or treatment of illness) includes emergency work (including whilst on-call), outpatient activities, multi-disciplinary meetings about direct patient care. Activities (PA's) that take place between 7pm to 7am Monday to Friday, weekends or on public holidays will have a timetable value of three hours.

Supporting professional activities (that underpin direct clinical care), include participation in training, medical education, continuous professional development, formal teaching, audit, clinical management and local clinical governance activities. (For further information see Section 4.2)

The post holder will normally be required to be present on site for the duration of their PAs.

4.1 Indicative Timetable

Time table

	Monday	Tuesday	Wednesday	Thursday	Friday
AM	IBD endoscopy	Research/ Admin	IUS clinic**	IBD OPC	IBD MDT/ Jt surgical clinic-monthly */ Admin/Research
					Departmental teaching
PM	Wireless capsule**	IBD OPC	Hot clinic/ virtual reviews	IBD Endoscopy	Admin

*Paediatric Transition Clinic once 12 months/ 6months

** optional depending on trainees interest

1. Trainee will have opportunity to work with three IBD consultants and undertake two IBD clinics per week, one hot clinic/ supporting GP and patient enquires. There is also a bi annual paediatric transition clinic (one based at Birmingham Children's Hospital) and a monthly joint medical surgical clinic alongside a monthly IBD MDT.
2. Exposure to IBD inpatient experience by being a part of gastroenterology team managing inpatient IBD and the opportunity to join the nutrition ward round if the trainee wishes to do so.
3. Trainees own interests in research projects will be supported and the trainee will also have the opportunity to take part in NIHR portfolio research projects that are already established.
4. Advanced IBD endoscopic procedures could be supported as per trainee's experience and interest and there will be the opportunity to take part in 2 dedicated IBD lists. Other opportunities depending on the trainees interest would be Intestinal US training, wireless capsule endoscopy training.
5. Opportunity to participate in Endoscopy on call under supervision of Consultant.

4.2 SPA Details

Activities contained within Supporting Professional Activities (SPAs) are activities that underpin Direct Clinical care (DCC). This includes participation in training, medical education, continuing professional development, formal teaching, audit, job planning, appraisal, research, clinical management and local clinical governance activities.

SPA time for teaching / training, research, audit lead or clinical lead roles etc. should be carried out on Trust or NHS premises. These should be agreed and specified in the job plan with the allocation of time above the 1.5 SPA's for CPD / revalidation.

Research

Trainee will have an opportunity to do Clinical research by being a co-investigator or associate PI in IBD clinical research

- Dedicated time for IBD clinical research or quality improvement project
- IBD clinical trials instruction including industry and portfolio studies – Current studies include AFFIRM study, AMETRINE study, PROFILE extension study, LEGACY study, VERDICT study, Meerkat study, OCEAN study, NAZA study and soon to start recruitment to OMICHRON study

5. GENERAL RESPONSIBILITIES

All staff are expected to adhere to policies and procedures in the Trust, which establish standards of good practice. Staff are expected to follow codes of conduct, which are relevant to their own profession.

5.1 Mentoring

The Trust operates a mentoring process for all newly appointed consultants to enable them to become a fully productive member of the Trust team as quickly as possible. All newly appointed consultants are required to participate in the process.

5.2 Performance Management

The Trust operates a structured performance management approach.

- Performance reviews with the MSH/IBD clinical lead at 3, 6 and 8 months after appointment
- Performance reviewed against capability, productivity and behavioural standards

5.3 Trust Policies & Procedures

Location

The Trust provides services from different sites. You may be expected to work at any of the Trust locations. These include Russells Hall Hospital, Dudley Guest Hospital and Corbett Hospital as well as various community based sites across the borough.

Code of Conduct

It is expected that all staff would be able to demonstrate that they live our trust values in their work and that they will deliver the essential behaviours in their role.

Staff are expected to adhere to Trust policies and procedures which establish standards of good practice as well as follow any codes of conduct which are relevant to their own profession.

Improvement Practice

The trust has a long-term commitment to its continuous quality improvement programme; “Dudley Improvement Practice”. As part of your role you will be asked to take part in improvement activity relevant to your post.

No Smoking

The Trust is a completely Smoke Free Organisation and all premises are considered no smoking zones.

Health and Safety

The Trust has a duty of care to employees and will ensure that, as far as is reasonably practicable, adequate training, facilities and arrangements for risk avoidance are in place.

It is the individual employee's responsibility, however, to manage their own health and wellbeing.

All Trust employees are required to comply with relevant Health and Safety legislation and the Trust's policies relating to Health & Safety and Risk Management.

6. PERSON SPECIFICATION – POST CCT IBD CLINICAL FELLOW

Essential Criteria	Desirable Criteria	How Identified
Qualifications, Knowledge and Experience • Relevant professional qualifications • Degree from a recognised University • MRCP (UK) or recognised equivalent qualification • CCT in Gastroenterology or Eligible for entry in GMC specialist register (within 6 months) • JAG accreditation in gastroscopy and colonoscopy Relevant registration requirements • Full GMC registration with a license to practice Relevant knowledge and experience requirements • Clinical training and experience equivalent to that required for gaining UK CCT • Ability to take full and independent responsibility for the care of patients and offer expert clinical opinion in the specialty • Ability to organise and prioritise workload effectively • Ability to advise on the smooth running of specialist services • Ability to prioritise workloads both clinical and non-clinical when subjected to conflicting pressures Up-to-date knowledge of clinical issues related to speciality • Ability to apply research outcomes to clinical problems	Ability to manage and lead the specialist unit if required Experience of teaching special clinical skills Training/experience in endoscopy Higher Degree eg. MD or PHD	CV/Application Form Original Certificates Registration details Interview References

Essential Criteria	Desirable Criteria	How Identified
Awareness of current developments and initiatives.		

Essential Criteria	Desirable Criteria	How Identified
Personal Qualities / Attitude / Skills • Demonstrates an understanding and commitment to the Trust's vision, values and strategic goals • Committed to the delivery of operational targets • Projects a positive image and able to challenge negativity • Demonstrates a corporate outlook, internally and externally • Able to prioritise and delegate • Committed to improving the patient health care experience and improving Trust performance • Acts as a role model • Able to engage, empower and inspire others to the benefit of the Trust • Demonstrates effective and inclusive communication skills, being able to listen and act appropriately • Responsive to feedback and able to take other people's opinions on board • Demonstrates ability to build effective multi-disciplinary team working within own speciality and others, within the organisation and across the wider healthcare community • Excellent interpersonal skills • Demonstrates respect for others and acts with integrity • Able to resolve complex problems effectively • Able to meet and/or exceed goals and targets whilst delivering high quality patient care • Teaching experience	• Innovative • Change management experience • Able to deal with conflicting demands • Effective time management • Methodical, organised approach to work • Demonstrates a commitment to the development of all staff	CV/Application Form Interview References

Essential Criteria	Desirable Criteria	How Identified
Personal Qualities / Attitude / Skills cont • Self awareness • Reliable • Has a confident and optimistic approach • Self motivated • Dedicated to service delivery and improved patient care • Positive and flexible approach to work • Professional attitude • Commitment to personal and professional development • Computer literate	• Demonstrates attention to detail • Effective negotiating and influencing skills • Willingness to undertake additional professional responsibility at local, regional or national levels	CV/Application Form Interview References CRB Clearance (if applicable)

Prepared by:	Dr Shanika De Silva
Date:	8/8/2025

7. SUPPORTING INFORMATION

7.1 Why join The Dudley Group?

Here at the Dudley Group our patients and staff are at the heart of all that we do to offer a high quality patient experience in a caring and supportive environment that aligns with our vision of providing safe, caring and effective services because people matter.

Trust Strategy 2019 – 2021



7.2 Dudley Group

The Dudley Group NHS Foundation Trust is the main provider of Hospital services to the populations of Dudley, significant parts of the Sandwell Borough and smaller, but growing, communities in South Staffordshire and Wyre Forest.

Currently we serve a population of around 400,000 people from three sites at Russells Hall, Guest Outpatient Centre in Dudley and Corbett Outpatient Centre in Stourbridge, providing the full range of secondary care services and some specialist services for the wider populations of the Black Country and West Midlands regions.

The Trust was authorised by Monitor, the independent regulator of NHS foundation trusts, to commence operation as an NHS Foundation Trust from 1st October 2008.

The Trust's hospitals form part of a Private Finance Initiative (PFI) with Summit Healthcare and its service providers: Interserve Facilities Management and Siemens Healthcare.

With effect from 1st April 2011 the adult community services section of the Dudley PCT Provider Services function has transferred under the management of the Foundation Trust. With the addition

of Adult Community Services the Trust employs over 5,000 members of staff providing over a million patient contacts per year across all Trust sites.

The Trust has invested heavily in medical equipment over recent years and during 2010 commissioned a £7m new multi-tiered staff car park at Russells Hall Hospital.

Local state schools and universities (Birmingham, Aston and Wolverhampton) are excellent and have high success rates for students continuously.

Our Vision and Values

The Trust has a vision which we describe as ‘where people matter’, ensuring people are at the centre of everything we do, whether that’s patients or staff valuing everyone as an individual and ensuring the services and culture reflect our core values, which are:

- Care
- Respect
- Responsibility

Dudley Group NHS Foundation Trust Management Structure

The Dudley Group NHS Foundation Trust operates with the emphasis on Clinicians being responsible for the management of individual clinical units, which make up the Operations Directorate. Within this structure management of each clinical unit is the responsibility of the Medical Service Head and the Modern Matron. Reporting immediately to a Clinical Director.

The Operations Directorate along with the Directorates of Finance and Information, Nursing and Human Resources make up the components of the Trust Main Board.

The members of the Executive team are:

Chief Executive	Diane Wake
Chief Operating Officer	Karen Kelly
Director of Finance	Chris Walker
Director of Strategy and Performance	
Chief Nurse	Martina Morris
Medical Director	Jonathan Odum (interim)

The Trust has two Deputy Medical Directors:	Philip Brammer Paul Hudson
---	-------------------------------

Teaching Hospital Status

As of 2002 Dudley Group NHS Foundation Trust achieved teaching hospital status as part of the Birmingham Medical School. Third, fourth and fifth year medical students are taught within the Trust. Since then Dudley has begun the introduction of an Undergraduate Teaching Academy status under the leadership of Mr Atiq Rehman (Head of Teaching Academy). A dedicated Undergraduate Educational Block supports learning of undergraduate medical students. Consultant staff, Registrars and other junior medical staff are expected to participate in the teaching of medical students.

Medical Education

A modern and fully equipped Postgraduate Medical Education Centre is situated at Russells Hall Hospital. There is a modern and fully equipped library, which is linked with the Barnes Library at the Medical School in Birmingham together with the national lending library networks. There are also excellent facilities for lectures and meetings.

Dudley and the Surrounding Area

Set in the heart of the West Midlands access to both to major cities and rural countryside is close. The area has good transportation links and a wide selection of local schools. To find out more about Dudley and the surrounding area please use the following link: www.dudley.gov.uk