

Job Description

Medical and Dental

Senior Clinical Fellow Endoscopy

Welcome

Dear Candidate,

I am really pleased that you have taken the time to find out more about a medical career at Barking, Havering and Redbridge University Hospitals NHS Trust (BHRUT).

Our hospitals offer a range of exciting opportunities and we have a huge range of services where you will get amazing clinical exposure.

We have a strong commitment to the delivery of high quality education and training across all grades of doctors. We tailor the education and training programme to the needs, skills, experience and competence of each doctor and their specialty.

Our major sites – King George Hospital in Ilford and Queen’s Hospital in Romford – are in excellent locations, less than 30 minutes from Central London, easily accessible to the coast, and the Essex countryside.

We have a clear clinically-led strategy to transform secondary care in North East London. Doctors are fundamental to achieving this and we want to ensure that all our patients have the best experience and outcome in our care.

I wish you every success with your application.



Dr Magda Smith, Chief Medical Officer



About us

Barking, Havering and Redbridge University Hospitals NHS Trust (BHRUT) is a large teaching Trust located in North East London. Our Vision is to provide outstanding healthcare to our community, delivered with pride.

We care for a population of more than 750,000 people and are one of the largest employers in the region, with 7,500 staff and volunteers.

We have a national and international reputation for many of our specialist services, including stroke, renal, neurosciences, cancer services and trauma.

Depending on the kind of work you'd like to do, you could work in one of two locations:

- King George Hospital in Goodmayes, Ilford
- Queen's Hospital in Romford

Both hospitals provide a wide range of acute hospital services including: Emergency Department (A&E), outpatients, surgery, inpatient medical care and critical care. Together both hospitals have more than 1,000 inpatient beds.

Our Trust works in partnership with the Virginia Mason Institute (VMI) based in Seattle. It is one of only five hospital Trusts in the UK to have this arrangement. The Virginia Mason Institute is known for helping healthcare organisations around the world to create and sustain a 'lean' culture of continuous improvement which puts patients first.

Our Trust values

We take PRIDE in everything we do, our five core values reflect that PRIDE. These values were developed together with our staff. We work hard to provide outstanding care to our community, delivered with PRIDE.

OUR VISION: TO PROVIDE OUTSTANDING HEALTHCARE
TO OUR COMMUNITY, DELIVERED WITH PRIDE

OUR PRIDE VALUES

PASSION

RESPONSIBILITY

INNOVATION

DRIVE

EMPOWERMENT

Our PRIDE values of Passion; Responsibility; Innovation; Drive and Empowerment inspire us and keep our patients at the heart of everything we do.

About the post

Job Title	SENIOR CLINICAL FELLOW ENDOSCOPY
Clinical Business Unit	Division of Surgery
Professionally Accountable to	Medical Director
Responsible to	Endoscopy Clinical Lead
Type of contract	Permanent
Number of PAs	10 PAs
Base	Queens Hospital & King George Hospital

JOB PURPOSE

The post holder will join a team of gastroenterologists & GI Surgeons to deliver a GI endoscopy service, whilst training to a high level in advanced endoscopy or another mutually agreed field. This could be EMR/ESD, ERCP/EUS, or this could extend into other fields of endoscopy/gastroenterology by mutual agreement.

This post is suitable for either a trainee fully certified in diagnostic gastroscopy and colonoscopy, or a newly qualified CCT certified Gastroenterologist / GI Surgeon.

The post is for 1 year renewable for 1 further year by mutual agreement. You should be competent and have full JAG certification in gastroscopy and colonoscopy. It would be an advantage to have attended the train the trainers course although this not essential.

There will be opportunities to participate in audit and research activities in the GI and endoscopy unit.

2. RELATIONSHIPS

The post holder is expected to establish and maintain positive interpersonal relationships with other staff members characterised by trust, mutual respect, and open, honest communication.

3. JOB SUMMARY

The Endoscopy department provides a wide variety of clinical services that include:

A range of endoscopic services that includes colonoscopy, EMR, colonic stents, BCSP, therapeutic gastroscopy, ERCP, EUS, capsule endoscopy and oesophageal manometry.

The post holder is expected to contribute to the service delivery in endoscopy and develop advanced endoscopy skills.

4. CLINICAL / OPERATIONAL RESPONSIBILITIES

- Provide GI endoscopy services to a high standard
- Provide flexible backfill sessions according to job plan
- Develop endoscopic skills as agreed with endoscopy lead
- Ensure active participation in continuing medical education (CME)
- Actively participate in matters concerning the Trusts Clinical Governance processes, CPD and audit
- To attend specialty meetings as appropriate

- Fulfill duties of job plan
- Development / involvement in research to enhance the academic gastroenterology department
- Managerial and Leadership responsibilities as mutually agreed within the department
- Be willing to undertake additional professional responsibilities during unforeseen circumstances
- Undertake administrative duties relating to patient care and for the administration of the department
- Participate in the annual appraisal process
- Compliance with mandatory training
- JAG accreditation in OGD and Colonoscopy
- Maintain high standards in endoscopy and gastroenterology by undertaking regular audit of work

The job plan will consist of 10 PA's:

- Endoscopy Lists (3 STT, 2 trainees & 1 service)
- OPD clinics (2)
- Admin (1)
- Research/CPD (1)

The duties of the appointee also include administrative and management duties appropriate to the post at BHRUT and the post holder will contribute to the management processes of the hospital.

The appointee will be required to participate in all clinical governance activities related to the relevant departments of both trusts.

The post holder is expected to participate in the clinical effectiveness activities and to encourage and foster improvements in the quality and standards of clinical services. The post holder will assist with the safeguarding of high standards of care by participating in the creation of an environment in which excellence in clinical care will flourish to the benefit of patients and the employing trusts' clinical reputation.

5. POLICY, SERVICE, ORGANISATIONAL AND PROFESSIONAL RESPONSIBILITIES

The appointee will have full professional independence on medical matters but will be managerially accountable to the Trust and the Chief Executive of the hospital through his/her Clinical lead, Clinical Director and via the Trust's Medical Director.

The appointee will be required to participate in all clinical governance activities related to the relevant departments of both trusts.

The post holder is expected to participate in the clinical effectiveness activities and to encourage and foster improvements in the quality and standards of clinical services. The post holder will assist with the safeguarding of high standards of care by participating in the creation of an environment in which excellence in clinical care will flourish to the benefit of patients and the employing trusts' clinical reputation.

Division of Surgery

Surgery provides services in the following areas.

Trauma and orthopaedics

The Trauma service is delivered from Queens Hospital and has access to 30 beds on Amber A and ten beds on Amber B. The Trauma Department provides daily trauma sessions in theatre and daily fracture clinics at Queens Hospital, and Fracture clinics on Monday, Wednesday and Thursday at King George Hospital.

All elective activity is delivered at King George Hospital, with an in-patient capacity of 18 beds on Dahlia ward. The Department offers Orthopaedic Elective clinics at Queens Hospital, King George hospital and Harold Wood polyclinic.

The medical workforce consists of 16 WTE Consultants, (two dedicated to Trauma), five Associate Specialists, seven Specialty Doctors, 12 Registrars (eight Deanery Trainees), two Core Trainees and 14 Trust doctors. The service has a dedicated Plaster Technician team which provides support to both hospital sites.

There is a community nursing team, Community Orthopaedic Project in Essex (COPE); this is an initiative which facilitates early discharge from the Elective pathway.

Ear, nose and throat, (ENT)

The ENT service is primarily delivered at Queens Hospital with some clinics at King George Hospital and Loxford Polyclinic. The service has access to six beds on Ocean B ward at Queens Hospital. The medical workforce currently consists of seven WTE ENT Consultant s, eight WTE Specialty Doctors, two Associate Specialists, six Registrars and seven Senior House Officers. The Audiology department supports ENT Services; it currently consists of a Head of Audiology and six Audiologists, based at Queens Hospital. The service offers domiciliary visits and support at King George Hospital and Loxford Polyclinic.

Ophthalmology

Ophthalmology is primarily an outpatient service delivered from Queens Hospital. The service also has peripheral clinics at King George Hospital, Brentwood Community Hospital and Loxford polyclinic. Ophthalmology has no access to inpatient beds on either hospital site.

Currently, eye casualty services are available at Queens Hospital, Monday to Friday, between 09.00 and 17.00, our plan for 2016/17, is to extend this service to include Saturday and Sunday.

The medical workforce consists of ten Ophthalmology Consultants, one Associate Specialist, three Clinical Fellows and five Trainees. There is a dedicated Orthoptic Team and Eye Unit Nursing team, supported by a Matron.

Maxillofacial

Maxillofacial operates from the Queens Hospital Site only; most activity is undertaken in the Outpatient department though surgical services are also undertaken.

There are currently four WTE Consultants, one Specialty Doctor, four Registrars (Deanery posts), two Trust Doctors and four Senior House Officers. The service is supported by a Maxillofacial Laboratory.

Orthodontics

Orthodontic services are delivered from Queens Hospital. The medical workforce consists of 2.2 WTE Consultants and 0.2 WTE Clinical Assistants

General Surgery

Our General Surgery service is delivered at both King George Hospital and Queens Hospital. There is one general surgery ward at King George Hospital and two wards at Queen's Hospital. The service provides a comprehensive range of general and Vascular Surgery services delivered by 29 Consultants. General surgery has an elective bed base at both sites, and also has a dedicated 24 hour on call team on both sites to cope with the Emergency demand that presents through either Emergency Department.

There is also a Surgical Assessment Unit based at the entrance to Ocean B at Queens Hospital whereby patients can be referred via their GP or the Emergency Department for same day assessment and treatment.

On the Queens Hospital site we also provide a comprehensive round the clock emergency vascular service with the full resources of highly trained vascular surgeons, interventional radiologists, high quality support from Intensive care, a dedicated Vascular Laboratory and a dedicated Clinical Nurse Specialist.

Urology

Our Urology services operate mainly from King George Hospital, but provide inpatient referral input at Queens Hospital.

Our teams are led by one of the nine WTE Consultants, who are supported by a team of Urology Specialist Nurses.

We currently offer outpatient services at our outreach clinics for patient ease. These include Loxford Polyclinic, Barking Hospital and Harold Wood Polyclinic.

There is one Urology ward at King George hospital, Iris Ward, which is comprised of 27 inpatient beds and a Receiving Room (URR). Our URR is for patients who are referred by their GP or our Emergency Department for assessment. The service is open 24hours a day, seven days per week.

We provide a large diagnostic service for cancer and routine patients, a one stop clinic, along with flexible cystoscopies and template biopsies.

Breast surgery

Our Breast service is based at King George Hospital, where inpatient and outpatient service are available. The team is led by a Consultant surgeon with special interest in Breast Surgery. These consultants and our patients are also supported by our Breast Care Nurse Specialists.

Elm Ward based at KGH, delivers a modern state of the art diagnostic centre, this centre provides a one stop clinic for our outpatients.

Our inpatient services are delivered on Dahlia Ward, which is shared with our Orthopaedics colleagues.

Gastroenterology

Gastroenterology at BHR is a busy and thriving department providing a broad range of services for patients with all gastrointestinal disorders. Jointly led by specialist medical and surgical gastroenterologists and supported by specialist nurses in many fields, gastroenterology services include rapid access to diagnostics for patients with potential GI malignancies through endoscopy and colorectal bleed clinics. BHR is a regional cancer centre for the diagnosis and treatment of upper GI malignancies and colorectal cancer. We are fully accredited for training in endoscopy. We provide assessment, treatment and continuing care for patients with all gastrointestinal and liver conditions. The Endoscopy unit at Queens Hospital is also a nominated and chosen site for the NHS Bowel Cancer Screening Programme.

7. PERSONAL DEVELOPMENT

All staff are required to be appraised by their line managers at least once a year at a personal development review meeting where progress made over the last year is discussed and agreed. Focus on the following year's departmental and personal objectives will be identified, discussed and agreed. Where necessary, help and support will be provided and development opportunities agreed in line with service provision and knowledge and skills competency framework.

MANDATORY TRUST RESPONSIBILITIES

AMENDING THE JOB DESCRIPTION

This is a newly created role and it is expected that as the organisation develops and changes, it may be necessary to vary the tasks and/or the responsibilities of the postholder. This will be done in consultation with the postholder and it is hoped that agreement can be reached to any reasonable changes.

CONFIDENTIALITY

The post holder must at all times maintain a complete confidentiality of the material and information that they handle. Any matters of a confidential nature, or in particular, information relating to diagnoses and treatment of patients and individual staff records must not, under any circumstances, be divulged or passed on to any unauthorised person or persons. The postholder must respect patient named confidentiality in keeping with "Caldicott principles".

DATA PROTECTION

The post holder must at all times respect the confidentiality of information in line with the requirements of the Data Protection Act. This includes, if required to do so, obtain, process and/or use information held on a computer in a fair and lawful way, to hold data only for the specified registered purposes and to use or disclose data only to authorised persons or organisations as instructed.

POLICIES AND PROCEDURES:

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy. The postholder is also expected to be aware of our

Trust's Risk Management Strategy which includes the responsibilities placed on them by the Health and Safety at Work etc Act (1974) and the Clinical Governance Framework. All employees are expected to comply with all Trust Policies and Procedures.

SAFEGUARDING CHILDREN AND VULNERABLE ADULTS

Safeguarding and promoting the welfare of children, young people and adults is central to the care provided by our Trust and the post holder must be aware of their responsibilities and work in line with our Trust's Safeguarding Adult and Children Procedures.

HEALTH AND SAFETY

Employees must be aware of the responsibilities placed on them by the Health and Safety at Work etc Act (1974) to ensure that the agreed safety procedure is carried out to maintain a safe environment for the other employees and visitors.

INFECTION CONTROL

Employees must be aware of the responsibilities placed upon them by The Health Act (2007) to ensure they maintain a safe, infection free environment. This includes the knowledge and understanding of the management of infected patients and the principles of Standard Infection Control Precautions including the correct technique for Hand Washing and the appropriate use of Personal Protective Equipment (PPE).

SMOKE FREE

Our Trust buildings and grounds became fully Smoke Free on National No Smoking Day 11th March 2015. Our Trust expects all staff to promote healthy living and to set good examples in their own behaviour. Those not ready to quit smoking must remain smoke free during working hours, and will not be able to smoke in Trust uniform, in Trust grounds including car parks, while driving on Trust business or take smoking breaks. Second hand smoke causes heart and lung disease, and is harmful to young children. However, disposable or rechargeable e-cigarettes ("vaping") may be used outside hospital buildings.

GENERAL

The post holder will be expected to comply with all statutory legislation, Trust Financial Framework Guidance and approved national and local policy.

The postholder will be expected to be responsible for his/her continuing professional development and to take a proactive approach to maintaining personal and professional effectiveness in an evolving role.

The duties and responsibilities described in this Job Description are intended to be indicative but not exhaustive of the responsibilities of the postholder. As our Trust develops, the requirements of the job may change and the postholder is expected to adapt to these changes.

EQUAL OPPORTUNITIES POLICY

Our Trust operates in a multi-ethnic area. All members of staff are expected to take into account equalities in all areas of work.

All employees are expected to abide by our Trust's equal opportunities policy, failure to do so could result in disciplinary action up to and including dismissal.



**Barking, Havering and Redbridge
University Hospitals**
NHS Trust

PERSON SPECIFICATION

Post Title:	Senior Clinical Fellow in Endoscopy	Grade:	Senior Clinical Fellow	Review Date:	
Speciality	GI Endoscopy	Division	Surgery		
Org Name	Barking, Havering and Redbridge University Hospitals NHS Trust				

Selection Criteria	Essential Criteria	Desirable Criteria	Means of Assessment
EDUCATION/QUALIFICATIONS GMC Registered Medical Practitioner GMC specialist registration or within 6 months of being admitted to the GMC's specialist register Appropriate Royal College Membership M.Sc Higher research degree – MD Res / MD	E E E	D D	Application Form/CV
SKILLS/ ABILITIES Ability to work as part of a multi-disciplinary team – clinical and management Ability to manage staff and resources effectively Ability to communicate effectively with GPs and other professionals in hospital and community	E E E		Interview/CV



Diagnostic and therapeutic upper GI endoscopy with evidence of KPIs	E		
independent practice in luminal endoscopy (including therapies) by JAG criteria	E		
IT Skills and computer literacy	E		
CCT in Gastroenterology or GI Surgery		D	
GI bleeding management and competence		D	
Experience in ERCP and EUS		D	
Experience in ESD		D	
Training the Trainers competence		D	
EXPERIENCE/ KNOWLEDGE			
Excellent clinical skills	E		Interview/CV
ALS certificate	E		
Able to take responsibility, show leadership, make decisions, exert appropriate authority.	E		
Have proven skills in leading, motivating, developing and managing the performance of colleagues.	E		
Experience of teaching and training undergraduates / postgraduates and junior medical staff	E		
Understanding of principles of clinical audit			

Leading audits	E		Interview/CV
Demonstrable interest in clinical research	E		
PERSONAL QUALITIES			
Excellent written and spoken communication, ability to build rapport, work with others	E		Interview
Persuade, negotiate		D	
Empathy, understanding, listening skills, patience, social skills appropriate to different individuals	E		
Able to change and adapt, respond to changing circumstances and to cope with setbacks or pressure	E		
Able to work as part of a team	E		
Honesty, integrity, appreciation of ethical dilemmas.	E		
Must be able to demonstrate and model the key Trust values of respect, care, innovation, pride and achievement	E		