



Senior Clinical Fellow in Endoscopy

1. INTRODUCTION

County Durham and Darlington NHS Foundation Trust (CDDFT) is seeking to recruit clinical fellows to support the expansion of the endoscopy services. These new posts offer exciting opportunities for outstanding candidates to join a dynamic, inclusive and friendly Endoscopy unit and to be part of the wider clinical teams allied to our work. The Endoscopy Service is hosted within the Division of Surgery, but is delivered by clinicians in Gastroenterology, Hepatology, Upper & Lower GI Surgery.

The successful applicant will either hold accreditation in Gastroenterology, Hepatology or Surgery, or be taking time out from a recognised training programme, following approval by their training programme director. They will be independent in gastroscopy, sigmoidoscopy and colonoscopy. The post holder will work flexibly across the endoscopy suits in University Hospital of North Durham, Darlington Memorial Hospital and Bishop Auckland Hospital.

The post will consist of a combination of service provision for the adult endoscopy service and training in advanced endoscopy, which can be tailored to the training needs and interests of the successful applicant. The post will also include audit responsibilities. There are no on-call or ward commitments.

Nominal Base: Either at Darlington Memorial (DMH) or at University Hospital of North Durham (UHND)

Hours: Full Time, 10 Programmed activities (or max part time)

Contract type: 12 months extendable for another 12 months

Hierarchy: Professionally Accountable to Clinical Lead for Endoscopy

2. JOB SUMMARY

The post holder will be based at Durham or Darlington, participating as a Fellow at an independent level in Endoscopy. All employees are expected to undertake work on any of the Trusts sites as required by the service. As a senior employee of the Trust, you will work in close co-operation with, and support other clinical, medical professional and managerial colleagues in providing high quality healthcare to the Trust's patients. Integral to these responsibilities is the following: -

- The provision of a first-class clinical service
- Sustaining and developing teaching and research

- Undertaking all work in accordance with the Trust's procedures and operating policies
- Conducting clinical practice in accordance with contractual requirements and within the parameters of the Trust's service plans
- Maintaining the confidence of business plans and development strategies formulated for the specialty, the Division or the Trust

KEY DUTIES AND RESPONSIBILITIES

1. The post holder will provide lower and upper diagnostic endoscopy procedures. The responsibilities include accurate reporting on procedures and ensuring rapid request of next steps when necessary. This role will require exceptional patient care.
2. Contribute to departmental research interests in accordance with the Trust's R&D framework.
3. Contribute to the audit programmes, Morbidity and Mortality, clinical governance programs and learning from Deaths.
4. Conduct all activities within the contracted level of service and operating plan for service(s).
5. Be aware of, and comply with, all Trust infection prevention and control policies, to include hand hygiene, personal hygiene, environmental and food hygiene.
6. Prepare for and undertake the protective interventions that you are responsible for in a manner that is consistent with evidence-based practice and maintaining patient safety.

General responsibilities:

1. You have a general duty of care for the health, safety and well-being of yourself, work colleagues, visitors and patients within the hospital in addition to any specific risk management or clinical governance responsibilities associated with this post.
2. You are required to observe the rules, policies, procedures and standards of CDDFT together with all relevant statutory and professional obligations, including complying with statutory and Trust core training
3. You are required to observe and maintain strict confidentiality of personal information relating to patients and staff
4. You are required to be responsible, with management support, for your own personal development and to actively contribute to the development of colleagues.
5. The post-holder has an important responsibility for, and contribution to make to, infection control and must be familiar with the infection control and hygiene requirements of this role. These requirements are set out in the National Code of Practice on Infection Control and in local policies and procedures, which will be made clear during your induction and subsequent refresher training. These standards must be strictly complied with at all times.

6. All employees must hold an 'nhs.net' email account, which will be the Trust's formal route for email communication. You are therefore required to check this regularly and to deal with such communication promptly.

7. This job description is intended as a guide to the general scope of duties and is not intended to be definitive or restrictive. It is expected that some of the duties will change over time and this description will be subject to review in consultation with the post-holder.

PROPOSED TIMETABLE AND JOB PLAN

This is an indicative timetable. The final job plan/on-call arrangements will be agreed in partnership prior to appointment. The Department is committed to increasing flexibility in working hours and extended days may be considered to suit the needs of the Candidate and Trust.

Day	Monday	Tuesday	Wednesday	Thursday	Friday
AM	Endoscopy	Endoscopy	Training list	Admin/SPA	Endoscopy
PM	Training List	Admin/SPA	Admin/SPA	Endoscopy	Aspirational session

3.ENDOSCOPY DEPARTMENT

The Trust is established as a leader in the local provision of Endoscopy Services, which are currently delivered at the University Hospital of North Durham (UHND), Darlington Memorial Hospital (DMH) and Bishop Auckland Hospital (BAH). The unit performs over 20,000 endoscopies per year in total. The successful applicant will join the endoscopy service, working across the three sites and with clinical teams in gastroenterology, hepatology, colorectal surgery and upper GI surgery.

There is a modern, well equipped endoscopy unit in DMH with 2 rooms, a unit in UHND with 2 rooms and a 4 rooms unit in BAH (currently 2 rooms). A wide range of interventional modalities are available. We also provide bowel cancer screening, although we do not expect the applicant to contribute to this. We have specialist GI radiology on site and enjoy close links with our gastroenterologists, colorectal and upper GI surgeons. There are also GI physiology and Medical Physics services on site.

The successful applicant will join the endoscopy service, working with clinical teams in Gastroenterology, Colorectal and Upper GI Surgery.

The endoscopy unit provides both an in-patient and out-patient service for patients requiring endoscopic procedures, comprising of;

- Gastroscopy and all therapeutics, including RFA, Bravo capsule etc
- Colonoscopy /advanced EMR lists
- Endoscopic retrograde cholangio-pancreatography (ERCP)
- EUS
- Bronchoscopy/Cystoscopy
- Capsule services
- Cytosponge(pilot)

Each endoscopy room is complete with a range of modern video-endoscopy equipment along with internet access availability and throughout the unit.

The Trust is investing heavily in the work force, estates and facilities to develop a progressive and modern endoscopy unit. This includes expansion of the Bishop Auckland unit from two to four rooms, centralisation of the decontamination unit at Darlington, developing EUS, small bowel capsule, colon capsule pilot, cytosponge etc. besides significant investment in staffing, both clinical and non-clinical.

3. SERVICE

The Trust has five Care Groups, namely Surgery, Integrated Medical Specialties, Community Services, Family Health, and Clinical Specialist Services. Endoscopy sits in the Surgical care group.

This is an exciting time to join a large Endoscopy Service in one of the largest Foundation trusts in the North East of England. We are a forward-thinking division providing high quality clinical care and an active GI Research programme. We have close links with the Academic Faculty at Durham, Newcastle and Teesside Universities, with honorary academic appointments for several consultants. The aspiration of the service is bold with recent development of EUS, wireless capsule endoscopy etc and 7 days working.

Endoscopy Services

There are currently 11 Consultant gastroenterologists, 2 Consultant Endoscopists, 10 Colorectal surgeons, 6 upper GI surgeons and 6 nurse endoscopists. More than 20,000 endoscopic procedures are performed trust-wide per year. Waiting lists are currently well controlled.

We provide diagnostic and therapeutic endoscopy services, including colonic stenting and advanced polypectomy. We hold fortnightly complex rectal polyp MDT meetings. We also hold weekly trust upper GI cancer and colorectal cancer besides weekly IBD and benign MDTs.

Gastrointestinal physiology studies, both oesophageal and anorectal, are carried out in Medical Physics at UHND, where the equipment is housed and maintained, and there is a small procedure room available. The Medical Physics Department also offers a complete range of radioisotope-based investigations in Gastroenterology.

The Trust has made significant progress in its commitment to provide Consultant led and delivered inpatient services for Gastroenterology and Surgery at the Acute Hospitals, 7 days a week

GI Bleed service

Prior to the publication of GI bleed NICE guidelines CDDFT recognised the importance of providing this service to our population and established a GI bleed rota which covered both main sites.

4. GENERAL

Education Centre - Facilities & Training

The Education Centre contains well equipped and stocked libraries with easy access to electronic media and the internet. There is also a well-equipped lecture theatre and seminar rooms with a significant planned programme of lectures and specific tutorial sessions organised by individual departments across the DMH and UHND sites. The Regional IMAC lab opened in November 2014 and hosts the Regional School of Radiology simulation centre, and this resource is supported by the School and the Trust to improve radiology training for all trainees and students.

Maintaining Medical Excellence

The Trust is committed to providing a safe and effective care for patients. To ensure this, there is an agreed procedure for medical staff that enables them to report quickly and confidentially, concerns about the conduct, performance or health of medical colleagues. You must ensure that you are familiar with the procedure and apply it.

Research

CDDFT is a research-active trust. The Centre for Clinical Research and Innovation (CCRI) is a new, state-of-the-art clinical trials unit funded by income generated by the Trust's current research activity. The CCRI houses the core research team, alongside the Research Nursing and Data Management
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teams. The unit provides expertise to aid the design and conduct of high-quality trials including trial management, data processing and trial governance. The unit also has facilities for outpatient clinics including a four-person unit for longer stay appointments. There has been investment in to state-of-the-art video conferencing facilities to enhance cross-site working and allow for external conferencing. As of 2017 the trust is running 164 clinical trials and employs 16 WTE research nurses.

Research activity is increasing following the development of a new research department located at the Memorial Hospital site and the appointment to a whole-time Research and Development Facilitator and 3 GI Research Nurses. The GI department is one of the most active research specialities in the Trust, has won the Research Team of the Year Award in 2016 and is supported by two Honorary Professors (Professor Yan Yiannakou and Professor Anjan Dhar). We have actively recruited to several NIHR Clinical Studies such as DISCARD, ADENOMA, BOSS, BEST2, UK RFA, TOPPIC, PLACIDE, RAPID and STOPAH. We continue to engage in active clinical research in all areas of Gastroenterology and would support the new consultants to develop their own research activity.

5. TRUST BEHAVIOURS FRAMEWORK

Patients, public and staff have helped develop the Trusts' Behaviours Framework of Values that inspire passion in the NHS and that should underpin everything it does. The NHS values provide common ground for co-operation to achieve shared aspirations, at all levels of the NHS. The post holder is required to commit to delivering the actions in the Trust's Behaviours Framework:

Working together for patients. Patients come first in everything we do. We fully involve patients, staff, families, carers, communities, and professionals inside and outside the NHS. We speak up when things go wrong.

Respect and Dignity. We value every person – whether patient, their families or carers, or staff – as an individual, respect their aspirations and commitments in life, and seek to understand their priorities, needs, abilities and limits.

Commitment to quality of care. We earn the trust placed in us by insisting on quality and striving to get the basics of quality of care – safety, effectiveness and patient experience – right every time.

Compassion. We ensure that compassion is central to the care we provide and respond with humanity and kindness to each person's pain, distress, anxiety or need.

Improving lives. We strive to improve health and wellbeing and people's experiences of the NHS.

Everyone counts. We maximise our resources for the benefit of the whole community, and make sure nobody is discriminated against or left behind.

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All employees are required to promote high quality care and good health and wellbeing through the enduring values described by the Department of Health: “The 6Cs – care, compassion, competence, communication, courage and commitment.”

Duty of Candour All employees are required to comply with the Statutory Duty of Candour: The volunteering of all relevant information to persons who have or may have been harmed by the provision of services, whether or not information has been requested and whether or not a complaint or a report of that provision has been made

6. COMMUNICATIONS AND WORKING RELATIONSHIPS

The post holder is required to communicate with a broad range of internal and external stakeholders to ensure continuous patient care and safety standards. Key trust stakeholders will include Clinical Directors, Executive Colleagues, Care Group Senior Management in addition to clinical and non-clinical colleagues in the execution of their daily activities.

7. MANAGEMENT AND SUPERVISORY POSTS

All managerial and supervisory posts are expected to follow the principles of being a Great Line Manager and specifically be aware of, understand, and apply fair employment policies/practices, and equality and diversity principles and legal obligations. Commit to developing staff preferences, promoting flexible working arrangements, and encourage change of working practice following major life changing events.

All managerial and supervisory posts will ensure compliance with Trust policies and procedures and clinical guidelines.

All managerial and supervisory posts must ensure staff have equal access to career progression and are appraised annually and have a PDP.

8. HEALTH AND SAFETY RESPONSIBILITY/RISK MANAGEMENT

It is the responsibility of the individual to work in compliance with all current health and safety legislation and the Trust’s Health and Safety Policy and to attend any training requirements both statutory and mandatory in line with the Trust’s legal responsibility to comply with the Health and Safety and Welfare at Work Act 1974.

It is a standard element of the role and responsibility of all staff of the Trust that they fulfill a proactive role towards the management of risk in all of their actions. Members of staff are responsible for adherence to all Trust policies for the safety of themselves, staff, and patients at work

9. INFECTION CONTROL

It is the responsibility of all individuals to comply with infection control policies and to attend any appropriate training requirements in line with the Trust's responsibility to comply with Government Directives.

10. CHILD/YOUNG PERSON RELATED POSTS.

Has responsibility for ensuring that children and young people are safeguarded and must comply with the NHS Safeguarding Children Procedures and the LSCB Child Protection Procedures. The post holder must attend safeguarding children training at a level appropriate to the role and function of the post. Safeguarding Children Training is mandatory for all staff within this field.

11. DISCLOSURE & BARRING CHECK

(The post is exempt from the Rehabilitation of Offenders Act)

This post is subject to the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Service (DBS to check for any previous criminal convictions).

This post will involve access to patient/person identifiable information, access to children, access to vulnerable adults and work in a regulated establishment such as a school.

12. SUSTAINABILITY

The Trust works in partnership with the NHS Sustainability Unit and Carbon Trust to achieve and exceed carbon reduction targets. Our aim is to be an exemplar organisation in the way we embrace sustainability and corporate social responsibility. To achieve this, it is the responsibility of all staff to minimise the environmental impact of their day-to-day activities and adhere to Trusts policies on sustainability, waste, resource usage and governance.

13. GENERAL

This job description is intended as a guide to the principal duties and responsibilities for the post and should not be considered an exhaustive list. It is subject to change in line with future development of the service.

PERSON SPECIFICATION

DEPARTMENT	JOB TITLE	BAND
Endoscopy	CONSULTANT	CONSULTANT

SHORTLIST CRITERIA <i>Criteria Relevant to the Job</i>	ESSENTIAL <i>Requirements necessary for Safe and Effective Performance in the Job</i>	DESIRABLE/ADDITIONAL/USEFUL <i>Where available, Elements that contribute to Improved/Immediate Performance in the Job</i>	MEASUREMENT/HOW IDENTIFIED <i>Indicate how and at what stage the criteria will be verified</i>
Qualifications & Training	<p>MB ChB or equivalent</p> <p>MRCP / MRCP(I) or equivalent</p> <p>CCST in Gastroenterology or equivalent</p>	<p>Research degree, Master's degree or Teaching Qualification</p> <p>Certificate of Medical Education or other formal training programme</p> <p>MD/PhD</p>	Application Form & Interview
Statutory Registration	<p>Full and specialist registration with GMC (and licence to Practice).</p> <p>Holder of Certificate of Completion of Training (CCT) or be within 6 months of attaining CCT in Specialty at time of interview.</p> <p>Applicants wishing to apply for CESR are welcome to apply.</p>	<p>Training in sub-specialty complementary to that of the existing Consultants</p>	Application Form & Interview

<p>Experience</p>	<p>Experience in Gastroenterology and Endoscopy</p> <p>Must be proficient in Gastroscopy and Colonoscopy</p> <p>Evidence of research experience and clinical effectiveness work</p> <p>Experience and familiarity with UK hospital systems and practices or equivalent is essential.</p> <p>Experience of supervising, training and teaching trainees</p> <p>Able to provide evidence of career planning through appraisal process</p>	<p>Experience of close liaison with community services</p> <p>EUS/ERCP/BCSP experience</p> <p>Experience of service development</p>	<p>Application Form & Interview</p>
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<p>Special Skills & Knowledge</p>	<p>Good clinical skills including management of acute medical admissions</p> <p>To be able to offer expert clinical opinion on a range of problems within the service</p> <p>Understands factors affecting patient safety</p> <p>Experience and understanding of audit and conducting clinical audit</p> <p>Demonstrates awareness of developing situations in clinical environment</p> <p>Demonstrates ability to solve problems & make timely decisions, even when under pressure</p> <p>Able to use IT to enhance patient care</p>	<p>Ability to use the evidence base and clinical to support decision making</p>	<p>Application Form & Interview</p>
<p>Management and experience</p>	<p>Previous management experience</p> <p>Previous active involvement in audit</p> <p>Awareness of managerial role of a consultant in the NHS</p> <p>Able to demonstrate evidence of NHS management skills i.e. ability to organise and prioritise own work.</p> <p>Ability to delegate appropriately to</p>	<p>Formal management training</p> <p>Demonstrates successful discharge of managerial responsibilities (if registrar)</p> <p>Demonstrates understanding of relevant legislation relating to employment and of good practice in this area</p> <p>Has received training in teamwork</p>	<p>Application Form & Interview</p>

	<p>trainee/non-consultant</p> <p>Demonstrates ability to work effectively on strategic or long-term issues with colleagues within the NHS and with staff from other agencies</p> <p>Demonstrates ability to lead team and to operate as effective team member</p> <p>Demonstrates successful discharge of managerial responsibilities (if previous consultant experience)</p> <p>Demonstrates skills in planning, management and organisation</p>	<p>and leadership</p> <p>Has received formal management training</p> <p>Demonstrates the ability to inspire and motivate others to deliver care effectively and efficiently</p>	
Teaching Experience	<p>Evidence of active teaching of undergraduates, junior doctors and nurses</p> <p>A strong commitment to undergraduate education</p> <p>An interest in teaching all grades of hospital and professional staff</p>		Application Form & Interview

<p>Personal Skills</p>	<p>Willingness and ability to participate equally in a multi-disciplinary team.</p> <p>Able to cope with stress</p> <p>Good discipline and motivation</p> <p>Flexible team worker</p> <p>Excellent communication/interpersonal skills</p> <p>Demonstrates empathy when communicating with patients and relatives/carers, including the response to complaints</p> <p>Commitment to CME and CPD</p> <p>Willingness to undertake additional professional duties</p> <p>Demonstrates honesty, integrity and awareness of confidentiality and ethical issues relevant to emergency medicine</p> <p>Demonstrates interest and realistic insight into future role(s) of emergency medicine and external factors that may affect it</p> <p>Demonstrates punctuality, being able to organise self, and flexibility</p> <p>Demonstrates non-prejudicial or non-judgmental attitude to others</p> <p>Demonstrates self-awareness and ability to respond constructively to feedback</p>	<p>Willingness to become involved in departmental research projects and to lead some research or academic development</p> <p>Extracurricular activities or achievements in local area</p> <p>Demonstrates awareness of health, social and economic challenges facing the community served by the relevant departments</p>	<p>Application Form & Interview</p>
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Any changes to the job description will be discussed with the post holder

ANNUAL REVIEW RECORD

Date of Issue:

Date of Review:	Employees Signature:	Signature of Line Manager:
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