



North Tees and Hartlepool
NHS Foundation Trust

Job Description Endoscopy Clinical Fellow



Excellence as our Standard

Collaborative | Aspirational | Respectful | Empathetic

North Tees & Hartlepool NHS Foundation Trust

Dear Candidate,

Thank you for your interest in this post, we hope that this exciting and rewarding opportunity catches your imagination and you are encouraged to apply.

North Tees and Hartlepool NHS Foundation Trust (NTHFT) is an ambitious organisation with a focus on excellent patient care. Our teams operate across two acute hospital sites, a community hospital in Peterlee and a number of other community-based hubs employing 5,500 staff who provide integrated hospital and community services

We have an income of around £360m and serve a population of c.400,000 living within Hartlepool, Stockton-On-Tees, East Durham and surrounding areas including Sedgefield, Easington and Peterlee and wider population for our NHS England commissioned services.

The Trust is an ambitious organisation with a focus on innovation in healthcare, reflecting the ambitions of the NHS Long Term Plan. Working to facilitate care closer to home, with a drive for prevention and control over own health – the Trust is dedicated to collaborative ways of working to drive aspirational outcomes for patients and the wider community at large.

The Trust operates a progressive pathway management model, with the recent establishment of three care groups focused on: Healthy Lives, Responsive Care and Collaborative Care.

Our vision is to be a consistently high performing and financially sustainable Trust. We are well on the way to achieving this and by joining us now; you can contribute to our continued journey.

We are looking for people to join us at NTHFT who are aligned with our values: Collaborative Aspirational, Respectful, Empathetic.

Thank you on behalf of the Trust Board for your interest in working for North Tees and Hartlepool NHS Foundation Trust and wish you every success in your application.



Derek Bell **Chair**

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SECTION 1: Job Description – General Details	
Job Title:	Training Fellowship in Endoscopy
Care group	Care Group 2 – Responsive Care
Department:	In Hospital Care Services
Location:	University Hospital of North Tees
New or Replacement Post:	Replacement Post
Accountable to:	Clinical Lead for Gastroenterology
Reports to:	Clinical Lead for Medicine
Job Purpose:	The post will be predominantly based at The University Hospital of North Tees with a level of cross site working at The University Hospital of Hartlepool. The post is advertised on a full time basis. Any candidate who is unable to work full time will be eligible to apply and, if appointed, modification of the job content will be discussed in consultation with consultant colleagues and the Clinical Lead in Gastroenterology

SECTION 2: Person Specification		
REQUIREMENTS	ESSENTIAL	DESIRABLE
Qualifications	GMC registration with licence to practice (by intended start date)	Certificate in speciality exams in Gastroenterology
Clinical Experience	Evidence of a minimum of 3 years' experience in Gastroenterology/Endoscopy at registrar level. Outpatient and inpatient experience in Gastroenterology at registrar (equivalent) level. JAG accreditation for independent gastroscopy	JAG accreditation for independent colonoscopy Audited caecal intubation rate exceeding 90% (intention to treat)
Management and Administrative Experience	Evidence of working in a multi-disciplinary team. Effective communication skills. Computer literate (word processing, spreadsheets, presentation software)	Experience in service improvement
Teaching Experience	Experience of supervising junior medical staff.	Other teaching skills/experience
Other Attributes	Ability to communicate effectively with colleagues, patients, relatives, GP's, nurses, Allied Health professionals and other agencies. Ability to work within a multidisciplinary team. Caring attitude to patients	

Commented [MR1]:

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	<p>Commitment to good team working and relationships.</p> <p>Commitment to training and continuing medical education (CME).</p> <p>Flexibility to respond to changing service needs.</p>	
<p>Audit & Research</p>	<p>Understands the principles of audit and research.</p> <p>Evidence of participation in audit and research projects.</p>	<p>Willingness to participate in audit and research projects.</p>

SECTION 3: Duties of the Post

General details of the post

Maintain the highest clinical standards in the practice of Gastroenterology and Endoscopy.

Responsibilities

There will be a commitment to provide 5 clinical sessions per week, which will be a mix of endoscopy and gastroenterology clinics. These sessions will be flexible to aid cover for the endoscopy and gastroenterology service.

The successful applicant will be able to negotiate the remaining 5 sessions, with the options of:

- Endoscopy-related research, often undertaken in conjunction with Newcastle University and the Northern Region Endoscopy Group. There will be an opportunity (optional) to undertake a higher medical degree (e.g. MD) as part of the post. Previous post-holders have undertaken wide-ranging endoscopy research including endoscopy RCTs, bowel cancer screening, surveillance, complex polyps, endoscopic complications, post-colonoscopy colorectal cancer, National Endoscopy Database and colonoscopy performance. Endoscopy teaching
- Quality improvement projects within the department
- Additional clinical or SPA activities

The post-holder will be required to work closely with the operations team for the smooth running of the endoscopy unit daily that will require regular vetting of referrals and support the admin and nursing team.

- There will be an expectation to contribute to endoscopy training and the nursing education within the endoscopy department.
- Cover for colleagues' annual leave and other authorised absences
- Take part in educational supervision meetings and annual appraisals (mandatory) carried out by the Clinical Lead. Appropriate time and assistance will be provided for preparation.
- Continuing professional development.
- There may be an option to participate in the surgical/medical SpR on call rota, or in an upper GI bleeding rota. This will be agreed between the individual and the Gastroenterology & Trust Endoscopy Lead prior to commencement of the

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post. The trainee will not take part in any on call duties until a period of close supervision and induction and until both they and the supervising consultant feel they are competent and ready. The trainee will always have access to consultant or senior support during any on call periods.

Any other duties which may be required

Job Plan

A formal job plan will be agreed between the trainee and the Clinical Lead after the commencement date of the appointment. The job plan should be reviewed quarterly to review the service and training commitments. It will cover all aspects of professional practice including clinical work, teaching, research, and educational responsibilities.

Hospital Infection Control (HIC)

The staff member will ensure that they follow the Trust's hospital infection prevention and control (HIC) policies and procedures to protect patients, staff and visitors from healthcare-associated infections. The applicant will ensure that they perform the correct hand hygiene procedures (as described in HIC 14), when carrying out clinical duties and will use aseptic technique and personal protective equipment in accordance with Trust policies.

Accommodation and Secretarial Support

The post is served by appropriate office facilities including a Personal Computer with access to the Trust's clinical systems. In addition, there is the provision of appropriate secretarial support.

Privacy and Dignity

Responsibility for protecting privacy and dignity does not lie with one individual or group but with staff at every level. Staff members must adhere to the Policy G112 Privacy and Dignity.

Records Management

The post holder will ensure that they follows the Trust's policy on records management and complies with the NHS Code of Practice for Records Management.

SECTION 4: The Department of Gastroenterology

The Directorate of Gastroenterology offers care across both sites. There is a 5-room Endoscopy Unit and two in patient Wards on The North Tees University Hospital site. On the Hartlepool hospital site, there is 4-room Endoscopy suite and shared out-patient facility. The Directorate has strong links with the Universities of Teesside, Sunderland and Newcastle.

The service offers bowel cancer screening as well as all aspects of in and out-patient gastroenterology. Our endoscopy service includes advanced endoscopy techniques such as GI bleed, ERCP, EUS, stenting, dilatation (oesophageal, pyloric and colonic), BCSP, PEG and polypectomy (EMR, ESD and complex polyp MDT). The candidate will be mentored by senior therapeutic endoscopists in this post with opportunities to participate in audit and research projects. The unit also forms an active part of the regional endoscopy training centre and regional endoscopy training academy (NETA). The unit has a high national profile in endoscopic research, collaborating with Newcastle University and the Northern Region Endoscopy Group (NREG).

The endoscopy unit is an NHS Endoscopy Academy immersion training site and a recognised training centre for diagnostic and therapeutic endoscopy in the Northern Deanery; it hosts JAG approved basic skills courses (OGD, Colonoscopy, ERCP) and Train the Trainers courses in Colonoscopy. All recent endoscopy fellows with ERCP/HPB interest have gone on to complete a 3 year endoscopy fellowship training programme leading to a higher degree (MD/PhD/MSc).

The Consultants are supported by 4 Specialist Registrars, 6 Foundation doctors, 4 IMT trainees, 4 IBD nurses, 2 upper GI cancer nurses, 4 colorectal nurses, gastroenterology dietitian, PEG service nurses, one liver nurse and 7 Nurse Endoscopists.

CONSULTANT/CLINICAL STAFF

CONSULTANT	SPECIAL INTERESTS
Prof Matthew Rutter	IBD, luminal endoscopy (including BCSP) and GI Research – Director of Tees Bowel Cancer Centre
Dr Christopher Wells	Endoscopy education, Nutrition, IBD, luminal endoscopy (including BCSP) - Clinical Lead in Gastroenterology
Dr Iosif Beintaris	IBD, luminal Endoscopy (including BCSP), GI research, Barrett's – Endoscopy Lead
Dr Deepak Dwarakanath	Diagnostic and therapeutic Endoscopy (including ERCP) – Medical Director
Dr Richard Thomas	Hepatology and Medical Education – Clinical Director in Medicine
Dr Stephen Mitchell	Hepatology and Medical Education
Dr Jayesh Vasani	Luminal Endoscopy, I.T
Dr Basant Chaudhury	Diagnostic and therapeutic Endoscopy (including ERCP) – Deputy Responsible Officer
Dr John Hancock	Diagnostic and therapeutic Endoscopy (including ERCP & BCSP)
Dr Roisin Bevan	IBD, luminal endoscopy, Medical Education – Endoscopy Training Lead
Dr Mustaq Kurmani	Luminal endoscopy, Oesophageal PH and Manometry Service
Dr Vikramjit Mitra	HPB medicine, diagnostic and therapeutic Endoscopy (including ERCP & EUS Service), Medical Education
Dr John Jacob	IBD, luminal Endoscopy (including BCSP), GI research, Capsule endoscopy
Dr Rebecca Dunn	Hepatology

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Dr Mo Elzubier	HPB medicine, diagnostic and therapeutic Endoscopy (including ERCP & EUS Service)
Dr Rahul Sethia	HPB medicine, diagnostic and therapeutic endoscopy (ERCP and EUS)
Dr Ravi Ranjan	Luminal gastroenterology, endoscopy

Care Group Director : Rachel Blakemore

Care Group Manager: Peter Robinson

Service Lead: Jayne Pailor

Endoscopy Manager: Joan Lattaway

Indicative Flexible Timetable

	AM	PM
Mon	Flexible*	Endoscopy list**
Tues	Luminal GI clinic	Upper GI and HPB MDT / flexible
Weds	Endoscopy list	Flexible
Thurs	Inpatient endoscopy list	CRC, IBD and complex polyp MDTs
Fri	Flexible	Audit/research/management

*Flexible sessions will be tailored to meet the needs and interests of the individual. Previous fellows have undertaken specific research/teaching projects with/without an MD/MClinRes qualification.

**Endoscopy lists will be tailored to provide an appropriate level of training, including in-room supervision, hands-off observation of advanced techniques, in-unit supervision following "no fail" principles and training of other trainees.

SECTION 5: The Department of Medicine

In Hospital Care Directorate at the University Hospitals of North Tees and Hartlepool

All the disciplines in the Clinical Directorate of In-Hospital Care at the University Hospital of North Tees and Hartlepool work well together and are co-operative with the other directorates. The directorate comprises acute medicine in-patient care with the majority of medical specialities on site. On-call physician of the week is integral to the role working within the Emergency Assessment Unit. There is an Acute Cardiac Unit on the North Tees site with specialty day units of Oncology and Haematology Services, plus a dedicated Stroke team. Day Units and Endoscopy suites are available in North Tees and Hartlepool. Clinics are also undertaken in community settings, depending on speciality. There is a multi-speciality Intensivist led Critical Care Unit providing Level 2 and 3 care on the North Tees site. The Directorate employs a large number of specialist nurses and nurse practitioners in all disciplines working both on the wards and in a community setting.

Consultant posts

There is multiple consultant posts across Acute Medicine, Gastroenterology, Endocrinology/Diabetes, Cardiology, Elderly Care, Stroke Services, Haematology and Respiratory Medicine. There is speciality cover on a rota basis for in hospital base wards and the acute admission area via a Physician of the Week model in the Emergency Assessment Unit. There is also outpatient clinics aligned to the specialities.

Doctors in Training

Within the department of medicine, we have a good fill rate for posts and use our electronic rostering systems to ensure adequate cover of base wards and the acute admission areas 24/7. We encourage trainees' participation in specialist clinics and have protected learning time for trainee teaching sessions.

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The trainee will have an annual study leave budget of £650. This would include up to 2 weeks for courses, symposia, conferences or private study (where appropriate for exams etc).

The trainee will be provided with the same training opportunities of equivalent UK appointed trainees within the training programme.

The trainee will be allocated a named educational and a named clinical supervisor for the duration of their post who will meet regularly to agree and review short and longer term goals and personal development needs. They will be issued with an end of post RCPE Certificate on completion.

As a trainee through RCPE's MTI, the trainee will be issued with a free ePortfolio account and free RCPE Membership for the duration of the post.

Other specialities

The Cardiology Service

Cardiology services include a 30 bedded Unit consisting of 19 Acute Cardiac and 11 acute medicine beds. The cardiac Intervention Unit is on the UHNT site with an enhanced pacemaker and complex devices services. Cardiac Flash CT is available on the UHNT site and the imaging consultants provide sessions to the tertiary centre at James Cook University Hospital. There is a full range of non-invasive cardiac investigation with cardiac stress testing apparatus, echocardiography (including trans-oesophageal echocardiography), ambulatory ECG and ambulatory blood pressure recording. The cardiology service has close liaison with James Cook University Hospital for patients requiring emergency interventional cardiology as necessary with transfer time of approximately 10-15 minutes.

Diabetes and Endocrinology services

The trust provides a comprehensive secondary care service in both diabetes and endocrinology with outpatient clinics in hospital and community settings. The forward

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plans for the speciality includes enhancement of Transitional services and a fully multi-disciplinary foot service.

Respiratory

There is an extensive respiratory service encompassing investigative procedures including medical thoracoscopy, EBUS and bronchoscopy. There is a dedicated COPD/MDT. There is an active research programme and integration with community services with expansion in the near future. Lung Health a clinical respiratory centre has an OPD facility, acute respiratory assessment, lung function laboratory and digital chest radiology.

Stroke and Elderly Care services

The Stroke Unit functions as an acute admission area and takes acute patients directly for thrombolysis and offers rapid access for TIAs and non-disabling stroke on a 7-day service basis. Patients for elderly care services are largely admitted directly from EAU

but we also take some later transfers from medicine and other specialties. Rehabilitation services are offered in UHNT and UHH, extending into the community through well-designed pathways of care. Out patients and rapid access patients are all seen within the medical rehabilitation day units (MRDU) in UHNT and UHH. Ortho Geriatrics and surgical liaison services are well established. The consultants are all generalists but with special interests in falls, syncope, bone health and stroke, with a strong emphasis on rehabilitation, but also appropriate palliative care. There is close involvement with the other members of the MDT and regular ward based MDT meetings.

Palliative Care

The Trust has a strong Palliative Care service with medical and nursing consultants. The service bridges acute and community based care and has a holistic approach with close Chaplaincy involvement. The team links with the two local Hospices and the Oncology teams for continuity of care and leads on the Deciding Right initiative for Advanced Care planning and End of Life care within reach to local residential and nursing homes.

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Satellite services: Dermatology, Nephrology, Neurology and Oncology services are provided by colleagues at South Tees through outpatients by colleagues from James Cook University Hospital.

SECTION 6: General Conditions of Appointment

The appointee will enjoy terms based on the nationally agreed Whitley Council Terms and Conditions of Hospital Medical and Dental Staff. The salary scale mirrors that of the SpR grade in accordance with nationally agreed rates of pay and varies from time to time in accordance thereto. At present the scale is from £31,217 to £41,300 per annum. This salary could be increased if there was a decision to take part in medical or GI bleed on-call. This would be more likely to be sessional.

The Trust requires the successful candidate to have and maintain full registration with the General Medical Council and to fulfil the duties and responsibilities of a doctor as set down by the General Medical Council.

The Terms and Conditions of Service as amended from time to time apply to govern this statement.

The post is non-resident when on-call.

The successful candidate will be required to reside within 10 road miles/30 minutes travelling distance of the University Hospital of North Tees unless specific approval is given by the Trust to a greater distance.

Annual leave will be at the rate of 5 weeks per annum (or 6 weeks per annum if on 3rd increment or above)

Certificate of the Ionising Radiation Techniques must be produced or obtained.

All appointments are subject to satisfactory Occupational Health Clearance being obtained.

The appointment is exempt from the provisions of Section 4(2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are "spent" under the provision of the Act, and in the event of employing any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

With the Terms of DHSS Circular (HC)(88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders or cautions. The Trust is committed to carefully screening all applicants who will work with children and you will be expected to undertake a 'disclosure' check.

SECTION 7: Application Information

The Trust is committed to the promotion of equal opportunities both as an employer and in the services provided. All employees of North Tees and Hartlepool NHS Foundation Trust and all applicants for employment will have equality of opportunity for employment and advancement based on their ability, qualifications and fitness for work. The Trust is committed not only to the letter of the law but also to the promotion of equality of opportunity in all fields.

Visits/informal discussion

Any candidate wishing to arrange a visit to the Trust and/or informal discussion about the post should contact:

Professor Matt Rutter
Consultant Gastroenterologist and Tees BCSP CD
01642 624557
Email: matt.rutter@nhs.net

Conditions of Service for Hospital Medical and Dental Staff.

All appointments are subject to satisfactory Occupational Health clearance. The appointment is, except from the provisions of Section 4 (2) of the Rehabilitation of Offenders Act 1974 by virtue of the Rehabilitation Act 1974 (Exemptions) Order 1975. Applicants are not entitled therefore to withhold information about convictions which for other purposes are 'spent' under the provision of the Act, and in the event of employing any failure to disclose such convictions could result in dismissal or disciplinary action by the Trust. Any information given will be completely confidential and will be considered in relation to an application for positions to which the Order applies.

Disclosure and Barring Service checks

This position will require the undertaking of an Enhanced Disclosure and Barring Service, formally CRB) checks. This is the highest level required for positions that can involve caring for, training, supervising or being in sole charge of children or vulnerable

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adults. Such a check is a record of an individual's unprotected Convictions, Cautions, Reprimands and Warnings and can include intelligence held by the police and/or the DBS that relates to that individual and their suitability for the post.

As such, within the Terms of DHSS Circular (HC) (88) – Protection of Children – applicants are required when applying for this post to disclose any record of convictions, bind-over orders or cautions. The Trust is committed to carefully screening all applicants who will work with children and will undertake a 'disclosure' check.

Further information can be found at: www.gov.uk/disclosure-barring-servicecheck/overview

Major Incident or Civil Unrest

In the event of a major incident or civil unrest, all trust employees will be expected to report for duty on notification. All Trust employees are also expected to play an active part in training for and preparation or a major incident or civil unrest.